

Meeting Notes
Council on Gender Parity in Labor and Education – January 19, 2005

Chair Dianne McKay opened the meeting at 10:37 a.m., welcomed everyone and introductions were made.

Attending: Eileen Appelbaum, Fleeta Barnes, Marie Barry, Laurel Brennan, Terri Boyer, Melissa Callahan, Theresa Daniels, Barbara Lee, Dianne Mills McKay, Virginia Pasqualini, Henry Plotkin, Karen White, and Diane Zompa.

CWW Staffing Changes: Mary Gatta has been devoting a substantial portion of her time to the New Jersey online learning project and to efforts to expand New Jersey's model nationally. We are pleased that Mary's efforts to expand the model nationally have resulted in the Center for Women and Work being awarded a grant of \$850,000 from the Sloan Foundation. This of course means that Mary will no longer be able to continue in her capacity as CWW's project director for the Council. In order to continue to provide the Council with the same level of administrative and scholarly support for its programs and activities, Dr. Terri Boyer and Karen White will assume work previously done by Mary.

Online Learning Program: The Center for Women and Work has been awarded a grant of \$850,000 over two years from the Sloan Foundation to establish a national center to expand New Jersey's model nationally by providing technical support and other resources to the states. The Center hopes to have six states up and running by the end of the grant period and to establish online learning as a mainstream option. CWW is also working to change the ambiguous language in the Workforce Investment Act so that it clearly identifies computers as an allowable expense.

SETC One-Stop Conference: The SETC One-Stop Conference was a huge success with over 650 participants attending 50 workshops. The Council presented 3 workshops and had an exhibit table displaying the work of the Council and of the Nontraditional Career Resource Center. A 4th workshop on gender and racial equity was also held.

Gender Equity Teaching Standards: Council members met with Department of Education staff representing the Divisions of Standards, Licensing, and Innovative Programs, and Lois Smith, manager of Higher Education Initiatives. The Department of Education is very interested in working with the Council to address guidelines to create gender equity standards for teacher certification. As a result of that meeting, the Council is tentatively planning a workshop session on this issue at the DOE's *Generation Next Conference* in August 2005. Concern was expressed that a workshop in August would be too late to have an impact on standards that are to be in place in September. Concern was also expressed that the Council was not taking enough of an initiative to move this issue

forward with DOE. A discussion was held on how the Council could proceed as a result of this meeting. The following ideas were generated:

- Council members join Lois Smith in her meetings with Deans
- Can the Council make a presentation to Deans of schools?
- Council members vet equity standards

Outreach & Marketing: The Council reviewed its newly produced brochure and recommended the following changes be made: add union bug, and note John Heldrich as SETC Chair on front panel. Other marketing and outreach activities included an exhibit at the SETC One-Stop Conference. Suggested next step is produce a 3-4 page report in March outlining the Council's programs and providing one-paragraph updates on each project including goals and achievements. This report would be sent to members of the state legislature, key government officials, and Council constituents. It was suggested that the report be issued around the 5th anniversary of the Council's first meeting (June 2000).

Healthcare Workforce Initiative: As a continuation of the healthcare workforce initiative, the Nontraditional Career Resource Center is joining with the Heldrich Center to on a grant submission to Johnson & Johnson to run a healthcare track at the NCRC's *Summer Nontraditional Career Week*.

Nontraditional Career Resource Center (NCRC): The Nontraditional Career Resource Center has been active over the past few months with sending videos going to all its constituents. Additionally, the video will be placed on the Center for Occupation and Employment Information's web site, and their national counterpart of America's Career Resource Network, and has been used by the Girl Scouts in New Jersey in their training program. Other news -- the game continues to be well received; Dr. Boyer and Dianne Mills McKay have been accepted as presenters at NAPE for a workshop which features the Council as a model for other states; job shadowing program scheduled for Newark, Trenton, and Vineland. Lastly, with the additional responsibilities working with the Council, Dr. Boyer will be hiring an associate director to manage the NCRC's summer programs and in-school programs. This additional staff will allow the NCRC to provide better service to its constituents and puts it in more visible position.

Research Women in Finance: Melissa Callahan of the Center for Women and Work gave a presentation of her preliminary findings on her research on women in finance.

Suggestions for next steps in the research:

- Add replacement statistics to notation that women will account for 47 % of NJ labor force growth between 2002 and 2012
- Need to pay attention to the evolving nature of the financial industry given the globalization of jobs and industries
- What makes finance difference as an industry – touch on the history of financial institutions and what makes them different from law firms
- Add educational requirements
- Interview recruitment officers at financial firms to determine skills sets they are looking for

- Look at Abby Cohen at Goldman Sachs – successful but never made partner (Check *Fortune 500* articles)
- What's happening that women aren't getting the experience?

Interest was also expressed on research on the emerging trends for low-skilled workers (tellers, call centers, customer support) in financial industry. It was decided that while this is important, the current research would focus on women in the upper-tier positions in the industry. Subsequent research would focus on low-skilled workers.