



Meeting Minutes  
December 28, 2016  
Council on Gender Parity in Labor and Education  
Northeast Regional Council of Carpenters  
Edison, NJ

**Welcome and Introductions - Chair**

The final meeting for 2016 was held at the Northeast Regional Council of Carpenters, thank you Sue Schultz for hosting. The Chair, Sally Nadler, welcomed those members and guests attending the meeting and indicated the meeting was compliant with the Open Public Meetings Act, with notices being submitted to the Trenton Times and the Star Ledger and posted on the SETC website.

**GPC Business - Chair**

The Chair, Sally Nadler, quickly reviewed the agenda indicating there was general business for the Council on Gender Parity in Labor and Education (GPC) members, and that our guest, James Logan would then be providing the GPC with a presentation on the Financial Talent Network.

**Approval of Minutes - Chair**

While the State Employment and Training Commission (SETC) staff contacted the GPC membership to ensure a quorum for the meeting, there was not a quorum in attendance, therefore the minutes from the June, August, and October meetings were held.

**Talent Network Alignment - Chair**

SETC-GPC staff liaison, Maureen O'Brien Murphy prepared a chart for the Chair to complete which would align the New Jersey Department of Labor and Workforce Development (LWD) Talent Networks with GPC members, in accordance with the 2016-2017 Work Plan. The Chair introduced the chart and the need to finalize GPC alignment with the Talent Networks. The following bullets are highlights of the discussion:

- GPC member, Andrea Karsian commented that all initiatives, grants, etc. should have a gender lens and that it should come from the top down. She further indicated that the GPC has “not been doing anything” to have a real impact on changing wage gaps, etc. The GPC is “not fighting the fight”.
- Jacqueline Sanchez-Perez, from the Division on Women indicated that the orientation and education of members that was conducted immediately following the reconstitution of the GPC was very good. She suggested that it might be a good idea to include action steps into the Work Plan for the upcoming year.



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- Sarah Pallone, GPC member suggested that gender parity should be included into the mission statement of the Talent Networks, with a diversity pipeline being a required deliverable. A larger conversation with regard to diversity, non-traditional career paths and work-life balance followed. It was recommended that this language be included in the future contract/deliverables of the Talent Networks.
- Ms. Karsian suggested that perhaps we could contract an entity to do a research paper on one or two of the Talent Networks to see if they are incorporating a gender lens into their work.
- Sally Nadler recommended connecting CTE Programs to the GPC.
- A recommendation that all grants, programs and initiatives within DCF, LWD, DOE, etc. (all SETC partners) all include language with regard to gender parity, pay equity, non-traditional careers, etc.

Sarah Pallone recommended that the GPC invite New Jersey Legislators such as Loretta Weinberg or Diane Allen to meet with the Council to mandate gender related language in programs throughout government.

Maureen O'Brien Murphy indicated that with the passage of WIOA, the SETC was working with LWD and other interested parties to rewrite SETC legislation to be compliant with the new WIOA requirements. She further indicated that this rewrite would include the GPC legislation. Ms. O'Brien Murphy indicated that she would check with leadership to see if the current legislation could be shared with members to gather their input. She would follow-up.

Ms. Pallone also recommended that we could look to have an Executive Order written to increase the focus on gender within programs and services in government.

Mr. Logan, Ms. Richardson and Ms. Tisdale, all from the Financial Services Talent Network engaged in a dialogue with the GPC members and Chair with regard to the employer intelligence received to date and the value of adding a gender lens. Ms. Tisdale indicated that most individuals within the FS industry don't see themselves staying with the same employer for a long term career but rather working for many employers. Therefore stressing the importance of intelligence gained from exit interviews. In addition the dialogue also placed value on information from the Talent Networks around what they are and are not seeing with regard to gender parity and pay equity within industries.

### **LMI Data Review - Chair**

The focus of the meeting shifted to the LMI data sample, provided by LWD. Ms. O'Brien Murphy explained that she and Janet Sliwinski met with Chet Chinsky the Director of Economic & Demographic Research in September to obtain a sample of the types of data they could provide to the GPC. A sample report on healthcare was included in each packet for members to review.



Members engaged in a dialogue with regard to the data. Questions were raised with regard to the definitions of categories, sources of data, etc. Ms. O'Brien Murphy stated that she would follow-up with Mr. Chinsky to see if a conference call with the GPC could be scheduled to ensure all questions could be answered. The membership then asked if the LWD-LMI team could select two (2) additional growth industries, with the greatest percentage of "disparity" to share with the GPC at their February meeting (aside from healthcare).

**Budget**

The Chair asked that the 2012-2013 GPC budget be forwarded to her via e-mail so that she could modify the document for the 2016-2017 year.

**Ethics – Maureen O'Brien Murphy**

As a follow-up from our last meeting, Maureen O'Brien Murphy contacted the LWD Ethics Office regarding authorization to attend Talent Network meetings and events. The feedback was that GPC members that are not government employees do not need pre-authorization to attend events, however GPC members that are employed by government, do need pre-authorization through their Ethics Liaison, to attend events.

**Closing**

In closing, the Chair indicated that we will be in contact to set-up a conference call between LWD LMI and the GPC as a follow-up regarding data, and that we would also add a few minutes to the conference call so that GPC members could approve the minutes from the June, August and October meetings so that they can be posted to the SETC website.

The Chair thanked James Logan, Angelica Richardson and Cheryl Tisdale for their attendance and engagement in dialogue with regard to the Financial Services Talent Network and the various topics of gender parity and equity.

The next meeting will be held on February 15<sup>th</sup> at the DCF Professional Center in New Brunswick.



**Attendance**

**Appointed Members- Attending**

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

**Appointed Members- Not Attending**

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

**Ex-Officio Members- Not Attending**

1. Marie Barry- represented by Robyn Kay (DOE)
2. Jacqueline Sanchez-Perez (DCF)
3. Dawn Apgar- Christine Granaldi (DHS)

**Guests**

1. James Logan
2. Angelica Richardson
3. Cheryl Tisdale

**Staff Attendees**

1. Maureen O'Brien Murphy