

Meeting Notes

Council on Gender Parity in Labor and Education – October 20, 2004

Chair Dianne McKay opened the meeting at 10:15 a.m., welcomed everyone, and introductions were made.

Attending: Eileen Appelbaum, Marie Barry, Angela Bethea, Terri Boyer, Melissa Callahan, Theresa Daniels, Mary Gatta, Alma Joseph, Barbara Lee, Velvet Miller, Dianne Mills McKay, Patricia Palmeri, Virginia Pasqualini, Henry Plotkin, Karen White, Diane Zompa.

Healthcare Workforce Initiative: The final report of the Healthcare Workforce Initiative was presented to the Council. The report, "Finding a Healthy Balance: A Study of Gender Equity in New Jersey's Healthcare Workforce" is the Council's first research focusing on men's underrepresentation in a core occupation in New Jersey. It identifies barriers to the recruitment of men in nursing, suggests strategies for recruitment and retention of all nurses, proposes policy strategies, and recommends additional research.

Nontraditional Career Resource Center (NCRC): The Nontraditional Career Resource Center has just entered its second year. Dr. Terri Boyer gave a short presentation on recent accomplishments and presented the NCRC's video of women in buildings trades. The video will be distributed to Council members, other organizations including all New Jersey school districts, with a special emphasis on middle schools. The Council suggested and it was agreed that the NCRC and Dept of Education would work together to distribute to the schools and this distribution would include a letter from the DOE. Boyer also advised that the video was relevant to adults as well as school students and that the Lower Manhattan Development Corporation had expressed an interest in using it to attract more women to work on rebuilding that area.

Online Learning Program: Dr. Mary Gatta gave a brief update on the Online Learning Project in New Jersey and on efforts to bring it to scale nationally. New Jersey has instituted programs in five more WIBs and these programs should be in full force within the next few months. As a part of the national effort, a conference was held on September 20-21, which brought together officials from 17 states, federal Regions I and II, as well representatives from New York City, Washington, DC, and Philadelphia, PA. This conference was an overwhelming success and received nationwide media attention. Work is currently underway to get financial support to continue the effort over the next few years.

SETC One-Stop Conference: The SETC One-Stop Conference will be held December 14-15, 2004 at Trump Towers in Atlantic City. The Council submitted nine workshops to present at the Conference. Unfortunately, time and space limitations precluded all workshops being accepted. The Council will present three workshops – Women in the

Building Trades, Nontraditional Career Resource Center, and Changing Lives: Women in the 21st Century (Distance Learning). A fourth workshop is tentatively being planned on gender and racial equity.

Research Women in Finance: Dianne Mills McKay introduced Melissa Callahan of the Center for Women and Work who will be conducting the preliminary research on women in financial services. Callahan gave a brief overview of her findings so far. While there have been class action suits resulting in firms initiating diversity programs, the number of women on Wall Street continue to decline. Research will focus on identifying model programs for recruitment and retention, and preliminary findings will be presented at the next Council meeting.

Education: Dianne Mills McKay began a discussion of gender equity as a part of teacher preparation programs in the State. Marie Barry provided a brief overview of the State's Professional Standards for Teachers and Leaders which includes in Standard Three, *Diverse Learners*, minimum standards for knowledge of diversity and performance standards for addressing diversity issues. After some discussion, the Council formed a committee (Boyer, McKay, Barry, Bethea, Zompa) who will meet with Department of Education officials and deans of higher education institutions to talk about ways to meet these standards, and research curriculums and/or models in the schools to create a resource guide to provide all schools to help them meet this criteria.

Outreach & Marketing: Preliminary work has been done to produce a brochure for the Council, but much more work needs to be done to gain public awareness. The Council has a discussion of ways to get publicity including editorial board meetings, meetings with Bill Porter, Henry Coleman, George Taber, and working with Patty Lamiell to gain wider audience for completed research. Other suggestions included writing a letter to legislature on past and current activities, host an open house event on a day when legislature is in session, and tying into organized events that other organizations are hosting (e.g., NJ AFL-CIO).

Committees: Dianne Mills McKay asked for Council members to think about ways to create subcommittees to better facilitate the work of the Council. (Example is the Healthcare Advisory Committee, and the newly created Education Committee).