



**Gender Parity Council – Meeting Minutes
January 9, 2015
PSE&G Training Center
234 Pierson Avenue
Edison, NJ 08837**

Attendance

- Phone: Ginny Treacy, Sondra Sen, Andrea Karsian, Laurel Brennan, Dianne Hartshorn, Tiffany Smith, Jackie Perez
- Room: Dianne Mills-McKay, Sally Nadler, Henry Plotkin, Maureen O'Brien Murphy
- Absent: Dawn Apgar, Marie Barry, Michele Boronkas, Betsy Garlatti, Neale Godfrey, Sarah Pallone

Introductions:

Sally Nadler introduced herself as the new GPC member. Sally explained that she has been working with GPC on various STEM events and is an SETC member.

Membership Update

The State Employment and Training Commission, (SETC) was pleased to announce Sally Nadler as the new SETC member appointed to the GPC. The Division on Women, (DOW) indicated that all candidates were submitted to leadership for consideration and determination. The Chair indicated that Senator Allen wanted the appointments made by the end of January. The Chair inquired as to the specific names, but DOW did not have the information available, but would get back to the group.

The Chair further indicated that current members remain in place as per the legislation as “grand mothered” until replacements were made and confirmed.

STEM Recommendations

Center for Women and Work, (CWW) was not available, so the recommendations were presented and comments will be forwarded to CWW.

#1 – Experiential Learning

This includes pre-apprenticeship, registered apprenticeship, internships - BCC pre-apprenticeship program in energy – Center for Energy Workforce Development (PSE&G) – work collaboratively within industry issues – pipeline being important to industry – creating the Center for Energy Workforce Development (CA, NY NJ, Georgia, etc.) – national model but develop a regional approach.

Washington DC “Women in Sustainable Employment - WISE”

PSE&G – partners with BCC, Burlington WIB, etc – to create a pilot in 2015 which will involve a 40 hour pre-apprenticeship program – what are careers, what is needed to perform the work, etc. towards entry level union and craft positions for women.

A member inquired as to whether the unions had been engaged. PSE&G indicated they were first developing a work plan and the union would be brought in after the beginning stages have been established. Next step once the project manager has been engaged.

Hudson County would be interested and so would Union county be interested in a pilot of this type also.

The Chair asked that the Burlington County Council on Women should also be engaged.

PSE&G needs other employers at the table as well – NJ Department of Labor and Workforce Development, (LWD). LWD/SETC may be able to help with identifying other employers in the area to absorb additional program graduates.

The Chair asked that the CWW better clarify this recommendation. SETC shared that an upcoming meeting with NJBIA, Covance and L’Oreal to develop a best practice model for internships that could be shared among industries.

#2 – Strengthen to identify industry wide tools

CWW needs to strengthen this recommendation to further explain the EDGE certification.

#3 Key players regarding education

Can we acquire a list of the Raritan Valley Women in STEM education partners to add to the GPC partner list? Members discussed other venues such as the Women in Technology – how do we recruit and then retain young women in this industry? Frustration was expressed that interested parties are not aware of ongoing initiatives. The group indicated that a source to share this type of information is needed. The Heldrich Center is doing a Diversity Conference and they want GPC to help get the word out! GPC or other website for one stop location of these types of events (clearing house functions) -should be a priority for this group during this funding year.

#4 – Technology and social media

We need to do a better job at connecting classrooms to business. Sally Nadler shared information on the Million Women Mentors initiative – the Chair will invite the NJ Chapter to the next GPC meeting. SETC will distribute contact information on the initiative to all GPC members. There are 173,015 mentors as of today.

#5 – Conduct research as to why women STAY in STEM careers

GPC indicated the importance of researching why women stay in STEM careers vs. the historical perspective of why they leave. The Chair indicated it seems to be a “passion of working in the field” believe this is important for young people to hear so they consider a STEM career. Chair feels this is an important subject to research and she might be able to get some businesses to contribute to the cost of research. Some GPC members indicated that research is already available on the topic. Need a literature review to assess the current state of research. Terri Boyer can provide input to this: Douglas College - Living Learning Community for Engineers – living with mentors.

It was recommended that item #6 be merged with recommendation #1.

The Chair shared information on an event involving Mary Gatta - Wider Opportunities for Women – requesting that GPC co-sponsor women in IT day – Essex County College. The event is being held on March 12th at Essex County College. The Chair will share more information with GPC members.

2015 Work Plan and Budget

GPC requested that Rutgers – SMLR absorb the GPC funds to support and operate the needs of the council. The SETC indicated a very short window to develop and execute a contract. The Chair indicated that a budget and MOU be developed quickly. The need for a meeting with Terri Boyer and Dean Schurman needs to be scheduled ASAP.

GPC needs to identify and highlight projects and budgets for the upcoming year. The SETC provided an overview of a draft document created to support an MOU with the \$72K allocation. GPC reviewed some of the costs for previous events such as the cost of conference \$2.1K for facility \$2.1K food but then CWW charged \$5.6K (materials and supplies) in addition to the following:

Summit – 10K

Henry – to become part of the Heldrich Center survey – wanting to tag questions to their national survey regarding the economic downturn impacted women – spoke to Carl Van Horn – begin in February to draft new questionnaire – implemented in April – wants to spend \$10 - \$15K for these questions,

analysis and to be a part of this. Helpful for GPC and SETC in WIOA plan for policy that need to be developed. (Sally) Is it specific to NJ – no national survey – can we pull NJ from the data by working with LWD? Does Carl already have this data – but hasn't shared or published yet? Feels this would be very helpful to all who are vested.

Meet with Heldrich to explore possible questions and begin to frame those questions, set-up a conference call to explore thoughts. Another possibility would then be for MARY GATTA to conduct a more in-depth analysis of that Heldrich work.

Chair indicated that a major consideration is staffing. Additional issues regarding the budget were explored and discussed.

Pay Equity \$2K – events with students at Douglas - speakers – handouts at campus – students wearing a specific color, etc. planning in February for event in April – food cost and room cost. AADC would do food and we could do room.

Summit – 30K

Survey – 10K

Research – 5K

Staffing – 25K – GPC meetings and other support beyond the Women's Summit

Henry Plotkin expressed a concern over the loss of SETC staff, namely Maureen O'Brien Murphy, and felt the GPC should speak with the SETC Executive Director. Sally Nadler asked if the GPC was able and willing to apply for grant funds. GPC indicated yes, so long as they could meet the eligibility requirements of the funding source. It was suggested that another budget discussion be held after the January 28th GPC meeting that involved Rutgers University – SMLR.

GPC Legislation & Update

Henry Plotkin gave SETC suggestions – on October 27th – not been acknowledged nor has he received a response. Rather the issue was referred to a Governance Committee in January. Mr. Plotkin feels that Dennis Bone, SETC Chair is not acting in good faith – expected Executive Director and Chair to have already responded to draft MOU.

SETC staff updated members that all outstanding GPC issues go before Governance and then will be moving to SETC Commission under the Chairman's leadership.

What is the status of the legislation – dialogue with commission to strengthen the language? The group engaged in a dialogue about the purpose and intent of the MOU. Henry Plotkin indicated that it might be better to have the GPC "in but not of" LWD rather than the SETC. The issue and related legislative changes remain in development.

In closing, the SETC would move forward with helping the Chair set a meeting with SMLR for the budget. The next GPC meeting is scheduled for January 28th at the PSE&G location. The SETC reiterated the 2015 meeting dates as January 28th – February 20th – March 27th and May 15th.