



**Council on Gender Parity in Labor and Education  
Meeting Minutes  
Rutgers University – Labor Education Center, Room 130-131  
50 Labor Way  
New Brunswick, New Jersey  
10:00 – 12:00 noon  
December 16, 2015**

**I. Welcome**

Maureen O'Brien Murphy opened the meeting by welcoming members. She asked that any member that was unable to attend the meeting in October take a few moments and introduce themselves to the group. Ms. O'Brien Murphy then reviewed the agenda in preparation for the meeting. She explained that the October meeting involved an overview of the SETC and LWD initiatives and priorities, and that the first agenda item for this meeting was providing the GPC partner, Division on Women, an opportunity to share information on their programs, services and priorities. Ms. O'Brien Murphy informed the GPC that unfortunately, Jacqueline Sanchez-Perez, Deputy Director of the Division on Women was unable to attend today, but has sent two representatives from her division to make her presentation.

**II. Presentation by Division on Women**

Two staff members from the Division on Women, Maureen Ochse and Theresa Daniels presented an overview of their work, programs and services regarding domestic violence and displace homemakers. A rather lengthy discussion ensued around the Displaced Homemaker program and services, with a significant interest in the training and certificate programs and offerings. Staff explained that the majority focused on the medical/health care industry. The DOW presenters explained that offerings are limited to what the vendor offers, and most programs are provided through the Community Colleges.

Members of the GPC inquired if the programs could be expanded to include other industries such as energy and/or construction. Additional questions focused on how constituents are informed of programs and services offered, or how the GPC could assist with the creation of a public engagement plan that might assist in connecting



companies, talent networks, educating WDB, One-Stop Career Centers and other key staff through presentations at their statewide meetings. The GPC members felt these were important services that they had no prior knowledge of, and felt the information should be shared with other groups. SETC Liaison, Maureen O'Brien Murphy indicated she would explore the possibility of having DOW staff present information on their programs and services to at other relevant statewide meetings.

DOW staff indicated that the displaced homemaker centers have been embedded into the community for a while, and it is through this community connection that referrals are made.

Additional suggestions from the GPC group included:

- Concerns with term “Displaced Homemaker” and making a recommendation to SETC/DOW as to how it impacts access for those targeted by the program – a negative connotation;
- Marketing of DH programs and identifying points of transition for programs. Explore potential of making a public engagement plan part of the DH grant application/state contract. GPC could create a model, then applicants can pick and choose what works best for their constituents;
- Explore ways to connect women in the program back to employers; and
- Make presentations at state meetings for women in transition programs, education training programs, and workforce development programs.

### III. Discussion of 2016 Work Plan

The next agenda item was a discussion around the 2016 Work Plan for the GPC topics and items shared included:

- **Women in Transition** (displaced homemakers)—presentation to WIBs and One-Stops, recommendation to have SETC expand GPC website to include links to these programs
- **Pay Equity** some type of “activity” in coordination with Federal Pay Equity Day
- **Establish a greater link to Talent Networks and Talent Development Centers:** Dedicate a GPC meeting or member to each of the Talent Networks, with a presentation of their work and ways we can connect



- **Educational pipeline** Discuss how employers can be more connected, and programs which help them do so, such as Sisters in the Brotherhood, TeenTech and the Youth Transition to Work grant programs.
- **Collaborate** with other statewide efforts and conferences rather than the GPC conducting a conference (such as the BioNJ Inspiring Women in STEM Conference)
- **WIOA planning**
- **Career Pathways** for demand industries
- **Duplicating or expanding nontraditional career efforts such as:**
  - Women in Sustainable Employment (WISE) program; and
  - Sisters in the Brotherhood
- **Exploring** “Cliff Effect” for public assistance programs

Maureen O’Brien Murphy will prepare a draft Work Plan and distribute to GPC membership for comments and input.

#### IV. 2016 Meeting Dates

Council members agreed to meet every bimonthly (every two months) rather than the required quarterly meeting, on the 4th Wednesday of the month. The meeting dates for 2016 are as follows:

- February 24, 2016
- April 27, 2016
- June 22, 201
- August 24, 2016
- October 26, 2016
- December 28, 2016

Unless otherwise notified, the meetings will be held from 10:00 am to 12:00 noon at the Labor Education Center in New Brunswick.

#### V. Chair Discussion

This agenda item was tabled until the next meeting due to lack of time.



Meeting adjourned at 12:05 PM.

**Attendees:**

Amina Bey, Dianne Hartshorn, Andrea Karsian, Sally Nadler, Sarah Pallone, Susan Schultz, MaryAnn Sicurella, Allison Strobel (representing Dawn Apgar), Aida Visakay, and Theresa Daniels & Maureen Ochse (representing Jacqueline Sanchez-Perez)

**Staff Support:**

Maureen O'Brien-Murphy SETC  
Terri Boyer and Elaine Zundl from CWW

**Members Not In Attendance:**

Dawn Apgar, Yvonne Mays, Vicki Simek Marie Barry, Betsy Garlatti, and Jackie Sanchez-Perez