

MINUTES OF THE MEETING OF THE
COMMISSION FOR WOMEN
DEPARTMENT OF ADMINISTRATION
March 10, 2017

The meeting of the Commission for Women was called to order by Chair Elisa Cafferata via teleconference at 3:30pm on Friday, March 10, 2017, at 515 E. Musser Street, Carson City, NV, and 1830 E. Sahara Ave., Las Vegas, NV. (**Exhibit A**) is the Agenda and (**Exhibit B**) is the attendance roster. All exhibits are available and on file in the Department of Administration, Director's Office.

COMMISSION MEMBERS PRESENT:

Elisa Cafferata, Chair
Richann Bender
JoEtta Brown
Durette Candito
Allison Stephens
Colleen Baharav
Brenda Hughes
Brooke Westlake

COMMISSION MEMBERS ABSENT:

Diane Fearon
Anna Thornley

DOA STAFF MEMBERS PRESENT:

Annette Teixeira

OTHERS PRESENT:

Ashley Clift-Jennings, Girlmade
Lorri Jackson, Women's Research Institute UNLV
Lila Vizcarra, Nevada Equal Rights Commission

Agenda Item #3 - Public Comment

No Public Comment

Agenda Item #4 – Review and Approval of Minutes for December 16, 2016

Chair Cafferata: We will table the approval of the minutes until next meeting.

Agenda Items #5 – Recognition – Exhibit of Women’s Contribution to Nevada’s History

Chair Cafferata: If you are coming to Carson City in the near future, make sure you stop by the Capitol Building so you may see the exhibit from the Fourth Ward School. At some point we would like to get a picture of the Commission of Women members. There will be a plaque made by Silver State Industries to recognize the Commission for Women as the sponsor. We can use the photos on the Department of Administration’s website until we can have pictures taken.

Brooke Westlake: I met with the Women’s History Project and they are excited to work with us. They are happy to help us in any way they can and provide exhibits also. At the meeting there was a donation made to our Commission for \$800 that we can use at our discretion, it is non-restricted funds.

Chair Cafferata: I do want to thank Brooke for making the presentation and soliciting these funds.

Brooke Westlake: They were very impressed with our work so far and would like to contribute anyway they can.

Chair Cafferata: I have an update from the Governor’s Office as they do want us to create an exhibit in the breezeway in the Capitol. Based on this, I submitted today, which was the deadline, a grant proposal to the Nevada Humanities Commission to help us bring in Alicia Barber, the historian to work with the Commission to create some exhibits around the State. I am hoping what the grant lacks in last minute eloquence, it will make up for in the unique and important opportunity of the space.

Durette Candito: Richann and I toured the Grant Sawyer Building. I sent pictures to Mary Woods. Mary will coordinate with Buildings and Grounds to secure space and equipment to view the videos.

Chair Cafferata: I did put in the Humanities Grant Proposal that the first thing we would be working on was a planning workshop with the Commission and Alicia Barber the historian to talk about themes for our exhibit and then pull together the resources of what would be included in the exhibit.

Agenda Item #6 – For Possible Action – Survey and Public Workshop Results

Chair Cafferata: There is the Executive Summary, but with the absence of Mary today I do not have an update on the worker’s compensation for the interns. I have gone to testify on a few of the bills at the legislature in the neutral position to state that the Commission did a survey and reference the top six priorities in the Survey. I am hoping that there might be other Commissioners that might be able to testify on the bills that are centered on the six priorities. If there is an issue you are particularly interested and would like to come to a hearing, please let Mary or myself know.

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**Agenda Item #7 – For Possible Action – US Department of Labor Women’s Bureau,
Region 9**

Chair Cafferata: I have not been tracking this conversation. I believe Brenda Hughes and Allison Stephens have been working on it.

Brenda Hughes: The grant is not available yet, they are anticipating releasing the grant information in or around May. I did pull from the last grant round, and I assume it will be somewhat similar. Last time there was up to \$500,000 given out. They did give out 5 last time. It is very specific as to use. It is for the development of, or implementation of, a grant state-paid leave program, statistical analysis, economic impact, benefit modeling, and education outreach for implementation. I also looked to see who received the grants in the past two cycles. It was mostly state agencies or regional agencies; however, in each of the last two cycles there was a commission for women who did receive one. The next step is to reach out to those commissions and get some more information.

Allison Stephens: We also want to collaborate with agencies that are willing to participate with us. I started the process of inquiring and we have heard back from the United Way in addition to a couple of state agencies. When the time comes then we will figure out who has the capacity and where we can collaborate with the grant writing process.

Annette Teixeira: Connie Lucido, the Grants Administrator for the Department of Administration is tracking the grant. She is here to help with her staff of three.

Agenda Item #8 – For Possible Action – Nevada Women Legislators Caucus

Chair Cafferata: The group has convened. I presented to them at their first meeting. Currently, they are focusing on getting the first round of the bills out. I do know that they had a meeting on Monday, and all of the women legislators brought their two top priority bills to Caucus. I do not know if they voted on what the Caucus’ priorities were going to be. They were discussing that 80 percent had to agree or a unanimous agreement. I do expect their focus to be a bi-partisan support. This is a real opportunity as it is the only bi-partisan Caucus in the building.

**Agenda Item #10 – For Possible Action – Commission for Women’s creation document
NRS 233I**

Chair Cafferata: The clean up on NRS 233I has been introduced as a bill. It is AB258 if you want to follow along on the legislative website. Assemblywoman Irene Bustamante-Adams will be carrying the bill for us. She is excited about the work we are doing. It has not yet been scheduled for a hearing. When it is scheduled we will notify all of you. It would be nice to have any Commissioners that are available come to the hearing and be introduced.

Agenda Item #11 – For Possible Action – Gender Equity Index Bill

Chair Cafferata: This is not as straight forward as I had envisioned. When I was speaking with Senator Becky Harris about the bill, she said she had spoken to Jan Jones and was supportive of

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the concept but she did not have a bill draft request. I spoke to Speaker Frierson who gave us a bill draft request. Over the next couple of weeks, Senator Harris also got a BDR with Senator Farley. We now have two BDRs for the Gender Equity Index. A different set of sponsors, but they will meet and eventually be merged. We will achieve the goal of having Republican, Democratic, and the one Independent as sponsors. Neither of those have been drafted, but the BDR numbers are; Senator Harris is BDR 990 and Speaker Frierson's is BDR 860. The timeline is that bills must be introduced and referred to committee by March 20. Essentially what the framework of the BDR from the Speaker is that we want to create a report similar to what the human rights campaign does to report on what kind of policies businesses in the state have in place to ensure gender equality in their businesses. They would not be reports with equal rights complaints, this is more about, "do you have a policy in place to promote women, develop women, mentor women, to address gender equality in your company?"

Assemblywoman Spiegel has a bill to address pay equity in local governments. Her bill is AB106. If you pull this off the website, please note that it will be changing. It started out as any company that received a government contract, which they would have to certify that it was paying equal pay for equal work in the company. The mechanics were problematic, so the Senator is revising her bill. It is going to turn into a bill that creates a pilot program within the State Purchasing System which is inside of the Department of Administration. State Purchasing is creating a technology solution for purchasing, where people who want to be State vendors go through an online portal to set up their profiles. I met with the Administrator, Jeff Haag, and he is willing to work with us to include as part of the potential vendors profile, a certification, a set of questions that would speak to the issue of gender equality. These could be much like what we had in mind for the report; describe your major programs to address gender equality. We could also include questions on querying what roles women have in their business for information purposes only. What encourages business to fill out these questions in the State Purchasing System is that Assemblywoman's Spiegel's bill also includes a provision that under this pilot program if there were a tie bid situation, they would be able to use the fact that the company was gender certified, as a tie breaker for the bid. There are many details to be worked out. Even though we do not have the report yet, we have a State division that is willing to be the home of the report. They are willing to build it into the State Procurement System. They will not have to hire people, which will keep the fiscal note off of our bill. There is an incentive for people to do it with the tie bid breaker and this is a place to start.

JoEtta Brown: The Department that will handle this will also do all of the reporting back to the Commission?

Chair Cafferata: Two places we are discussing a role for the Commission for Women: The first would be to handle the public process, whatever the questions are that would be put into the questionnaire or the purchasing system, whatever constitutes a pay equity certification, we would own that piece of the process. It would not be Purchasing that decides the seal of approval for equal pay; the Commission would process to decide what that was. The second part of what is envisioned in the pilot is that Purchasing would say this is how many companies went through the portal, this is how many filled out the certification, and this is how many awards. In the initial years it would be a lot of data that we would be getting, but we would get the report on this, and probably the Legislature.

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According to Jeff Haag, we have Mary Woods to thank for this as she has been speaking with him about this concept for months. Mary has been doing some work in the background to accomplish this. Jeff Haag was positive and wants us to add value to his process.

Agenda Item #11 – For Possible Action – Legislative Calendar

Chair Cafferata: I know that some of us have reached out to individuals and groups that are conducting functions at the Legislature. I do want to introduce Ashley Clift-Jennings who is one of my interns helping me with different projects. One of her projects is social media for the Commission. We have been featuring women's contributions on social media. Has anyone else had a chance to talk about incorporating women's contributions into their day at the legislature?

Ashley Clift-Jennings, Girlmade: Every Monday I have a program that will front-load all of the social media posts for the week. It helps me if I have quality content. I have reached out to every female legislator and asked them what bills are important to them, also simple questions like why are you a legislator, what are you passionate about. I have created graphics with their photos on them, along with a tweet of what they are passionate about. I have many contacts in the North, but I am not as familiar with the South. I would appreciate it if the Southern Commission members could email Elisa any content you might have for the Twitter and Facebook accounts.

Agenda Item #15 Information – Facebook and Twitter

Chair Cafferata: We can jump down to the social media agenda item. We will send all the Commissioners the links to both Twitter and Facebook. I will send an email with questions to prompt you to gather information for the sites.

Agenda Item #12 – For Possible Action – Testimony on Proposed Legislation

Chair Cafferata: We have talked about expanding on our policy and our bylaws about proposed legislation.

JoEtta Brown: I was late in submitting my email on the proposed Policies and Procedures for the Commission For Women. This is not on the agenda; I did send Mary a rough draft of the proposed Policies and Procedures for the Commission. We can include this on the next agenda after everyone has a chance to review.

Chair Cafferata: We do have a policy understanding; we just do not have a written policy at this point.

JoEtta Brown: Is there somewhere in the proposed bill draft for the Commission that allows us to lobby or discuss beyond what we can now?

Chair Cafferata: I think we are going back up to Agenda Item 10 in terms of discussion. I have always felt that we have a prohibition on lobbying based on the fact that my understanding that

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the history of the Commission is that they were created and did good work in terms of getting documents on how to access courts and information on domestic violence, and they started getting into policy areas in terms of policies for women that did not have bi-partisan support. From the point they started lobbying for a little more one-sided policies, the Governor stopped reappointing for the Commission for Women and it went dormant. I have felt that it is a line we should not cross. There is no prohibition in our formation law against us lobbying. Our bill has not been heard, so we can certainly have the conversation and it is up to the Commission what we are going to ask for and what we want to do. Two options exist, one we could put something explicit in our statute or we leave the statute silent and address it in our policies and procedures. We will need to get legal clarification on this from our attorney. JoEtta is going more to the direction of lobbying and I am curious what the other members would like to do?

JoEtta Brown: I would think that we would only lobby as a Commission if we all agree. If you wanted to lobby as an individual without saying that you are a member of the Commission, I think that is fine, but if you are representing the Commission it should be discussed and a majority vote.

Brooke Westlake: I agree with JoEtta. We all should be in agreement before supporting or lobbying on a bill at the Legislature.

Colleen Baharav: We got an email a few weeks ago asking for our support on a bill and then we received an email from Mary indicating that we had to be careful about how we presented ourselves. If we are going in the direction of lobbying that our creation statute needs to be very specific in allowing us to do that because we do not want to run the risk of being de-commissioned again, getting too far off from what are purpose is.

Durette Candito: I agree with JoEtta that it would be nice to be able to lobby as a Commission with everyone in agreement.

Allison Stephens: I just feel like a unanimous threshold might be too high. Generally in a group like this there is a consensus of what we are pursuing. You may have one or two people that disagree with that and they have the opportunity to go and testify as – “I am an individual and I happen to be a member of the Commission for Women and I am not in agreement.” I would not want to tie the hands of the Commission moving forward on issues for women because there is one person who is not in agreement. I understand the idea, but I want to make sure we are looking at it from all angles.

Colleen Baharav: That information would need to be spelled out, at least in our bylaws if not in our creation document as well, so that we can make sure that we have a clear path forward if we want to lobby for something.

JoEtta Brown: So when you look through the draft of the policies and procedures, decide where you think it might fit. It is important that our bylaws and policies and procedures fit together. We will then need to present to our legal counsel.

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Chair Cafferata: We need to present the questions to Katie Armstrong our attorney, if the lobby piece should be in the bylaws or in the creation document.

Agenda Item #13 – For Possible Action – Update on Community Foundation of Western Nevada Fund

Chair Cafferata: We did get the fund set up and we let you know about the \$800 from Ms. Reno as a result of the meeting Brooke Westlake had at the Women's History Project meeting. The donation did go to the Community Foundation and it is sitting there as not earmarked.

Agenda Item #14 – For Possible Action – National Association of Commission for Women

Chair Cafferata: Did Mary pass on any information on this item to you?

Annette Teixeira: Yes, she has heard from them, and they would like to refer all the members to their website for information: <http://www.nacw.org/> . They have an up and running to their link for the conference that is going to be held this summer in Buffalo, New York.

Chair Cafferata: It might be good to send one Commissioner if we have the money to represent us and find out what the other Commissions around the country are doing and get ideas to bring it back and share with the group.

Agenda Item #16 – Public and Commission Member Comments

Chair Cafferata: We will include the Policies and Procedures next agenda.

Lorri Jackson, Women's Research Institute UNLV: I do want to offer if you are looking for more information on women in Nevada, the Research Institute does have information on women from the whole State.

Lila Vizcarra, Nevada Equal Rights Commission: Just here to observe and find out what the Commission is working on.

Agenda Item #17 – Adjournment

Chair Cafferata: This meeting is adjourned at 4:46pm.

Respectfully submitted,


ANNETTE TEIXEIRA, COMMISSION SECRETARY

APPROVED:

Commission For Women
Department of Administration
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CHAIRWOMEN, Elisa Cafferai



Richann Bender

VICE CHAIRWOMAN, Richann Bender

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Exhibit B	Attendance Roster - 2 page
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Exhibit D	
Exhibit E	
Exhibit F	