

**Commission For Women
Department of Administration
February 27, 2018**

MINUTES OF THE MEETING OF THE
NEVADA COMMISSION FOR WOMEN
DEPARTMENT OF ADMINISTRATION
February 27, 2018

The meeting of the Nevada Commission for Women was called to order by Chair Richann Bender at 9:31 a.m. on Tuesday, February 27, 2018 at State Public Works Division Conference Room, 2300 McLeod St., Las Vegas, NV and 515 E. Musser St., Carson City, NV. **Exhibit A** is the sign-in sheet, **Exhibit B** is the meeting agenda, **Exhibit C** is the Nevada Commission for Women Operational Guidelines, and **Exhibit D** is the AAUW WORKSMART Official Invitation & VIP Ticket that was introduced during Public Comment. All exhibits are available and on file in the Department of Administration, Director's Office.

COMMISSION MEMBERS PRESENT:

Richann Bender, Chair
Brenda Hughes, Vice Chair
Jo Etta Brown - Phone
Elisa Cafferata
Durette Candito
Cynthia Cicero
Diane Fearon
Debbie Mack
Alyson McCormick - Phone

COMMISSION MEMBERS ABSENT:

Brooke Westlake

D of A STAFF MEMBERS PRESENT:

Molly Walt

OTHERS PRESENT:

Katie Armstrong, Deputy Attorney General, Attorney General's Office
Alicia Barber, Stories in Places
Al Welch, Bank of America
Dan Giraldo, Bank of America
Ashlee Washington, Bank of America
Jennifer Verive, AAUW Capital Branch
Caroline Panches, AAUW Capital Branch
Sarah Sever, Carson High School Student
Rita Imus, Inter-Tribal Council of Nevada
Pierre DeAllfordii

Agenda Item #3 - Public Comment

Dr. Jennifer Verive, AAUW Capital Branch and Faculty at Western Nevada College, spoke to the Commission regarding AAUW WORKSMART Salary Negotiation Workshop being held on

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Saturday, April 28, 2018 starting at 9:30AM at the Carson City Sheriff's Office Ormsby Room. AAUW WORKSMART is a free workshop for attendees. If the Commissioners or a Commissioner referral would like to attend, RSVP to Jennifer by Monday, March 19, 2018 by email to Jennifer.verive@wnc.edu. AAUW, American Association of University Women, mission is to promote equality for women and girls through advocacy, education, and research. AAUW Capital Branch raises money to support scholarships for high school students and international research. AAUW has been researching the gender pay gap since 1896. AAUW's research also states that women graduating college with the same degree and experience as a man receive about 7% less of a starting salary. Stats for the State of Nevada is \$.84 wage gap compared to the National wage gap of \$80. AAUW established the 2.5-hour WORKSMART workshop to implement a solution to lessen the pay gap for women. The workshop is quick, cost effective, bi-partisan, and immediately implementable as a solution and as a skill base. Dr. Verive asks the Commissioners to invite 3 people to the workshop in April and would also ask the Commissioners to help her bring the workshop to the Vegas area, and help AAUW find sponsors for the workshops.

Caroline Panches, AAUW Capital Branch President and AAUW Nevada Board of Directors, introduced herself to the Commission. She hopes to partner with the Commission for Women with the WORKSMART workshops and other projects in the future.

Rita Imus, Inter-Tribal Council of Nevada, works with violence prevention. Rita introduced herself to the Commission.

Agenda Item #4 – FOR POSSIBLE ACTION: Review and approval of Minutes from January 23, 2018 Nevada Commission for Women Meeting.

Chair Richann Bender asked for comments and/or questions regarding the minutes; hearing none, minutes were moved to approve by Commissioner Elisa Cafferata, seconded by Commissioner Cynthia Cicero. Commissioner Brenda Hughes and Commissioner Durette Candito abstained from voting. Action to approve the minutes passed with no opposition.

Agenda Items #5 – PRESENTATION: Certificate of Appreciation

Commissioner Diane Fearon introduced Bank of America representatives Al Welch, Dan Giraldo, and Ashlee Washington to the Nevada Commission for Women. Commissioner Fearon presented the group with a Certificate of Appreciation for the \$5,000 grant designated for the Nevada Commission for Women for the purposes of capacity building. Commissioner Fearon continued to thank Bank of America for their support for the State of Nevada as well as ensuring the women in Nevada can be economically strong as possible. Dan Giraldo emphasized that gender equality is a core value of Bank of America.

Agenda Item #6 – INFORMATION: Gender Equality Report [AB423](#)

Chief Deputy Scott Anderson, Secretary of State, was unable to attend the meeting. However, he did email Commission Staff, Molly Walt, stating the survey went live on the evening of February 26, 2018 and is available on the Nevada Secretary of State's SilverFlume, Nevada's Business Portal for Nevada businesses to participate. The survey is not mandatory for Nevada businesses to complete; it is available for existing businesses to complete when the business is renewing their business license or new businesses filing for an initial license. Commissioner Cafferata

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stated it is incumbent of the Commission to promote the participation of the survey to businesses. Commissioner Cafferata would like staff to develop a couple of talking points of what the survey is and why the survey is important to complete. Commissioner Cafferata continued to state that the Commission needs to recognize businesses like Bank of America who have taken strides in promoting gender equality and encourage businesses to follow suit of Bank of America. Commissioner Cafferata would like to the Commission to set a goal of possibly 50 businesses to complete the survey this year. Commissioner Cafferata would encourage the Commissioners to email business owners the talking points and ask them to complete the survey and possibly contact Chamber of Commerce and NNDA. Commissioner Diane Fearon asked if it is possible to recognize the businesses who complete the survey by thanking them. Staff member Molly Walt replied that the Commission could ask for a list of businesses who complete the survey from the Secretary of State for that purpose.

Agenda Item #7 – INFORMATION: Update on the Exhibit of Women’s Contribution to Nevada’s History

Alicia Barber, Stories in Place, updated the Nevada Commission for Women on the progress of the Women’s Contribution to Nevada’s History exhibit. Ms. Barber stated she is in research mode. The exhibit is evolving as materials and photographs are available and what stories are compelling. Ms. Barber’s goal is to be representative; types of work women have had in Nevada, types of clubs women have started in Nevada, types of roles women have had in Nevada: behind the scenes, politically, family, and community. Ms. Barber mentioned that she was able to obtain information and exhibit material through the Nevada Women’s History Project. Ms. Barber would like to partner with the Nevada Women’s History Project for the Breezeway Exhibit. Ms. Barber would like the Commission to think about specific types of images the Commission would like to see in the exhibit not just in the past 25 years, but the entire history. Ms. Barber will attend the March Commission meeting to update the Commission for Women again on her progress. Commissioner Brenda Hughes requested Ms. Barber to have material available online, so the Commissioners can view the documents Ms. Barber referred to in her presentation. Ms. Barber stated the exhibit could be finished in summer, possibly July. Commissioner Elisa Cafferata stated July would be a great date for the exhibit to open; opening July would be a great time for families and people on vacation to attend and it is a date the Governor’s Office may possibly be able to work with, so the Governor is able to attend the opening. Commissioner Cafferata also suggested combining the opening of the exhibit in July with a strategic planning session day for the Commission for Women.

Agenda Item #8 – FOR POSSIBLE ACTION – Nevada Commission for Women Policy and Procedures

Commissioner Jo Etta Brown introduced the agenda item by thanking the Commission members and staff for all the hard work that went into creating the document. Commissioner Jo Etta Brown moved to approve the Nevada Commission for Women Policy and Procedures with changes, motion was seconded by Commissioner Elisa Cafferata. Motion passed unanimously.

Agenda Item #9 – FOR POSSIBLE ACTION: Subscription to Meetup application

Commissioner Brenda Hughes introduced the agenda item by stating the workgroup to increase boards and commissions discussed using the Meetup application as a resource. Commissioner Debbie Mack has background using the application and continued to inform the Commission of

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the applications success when used for different organizations. Commissioner Mack continued to state that there are 125 different women's groups listed on the Meetup application with 19,000 members. Commissioner Mack would like to see the Commission use the Meetup application as a resource to encourage Meetup members to join the Commission for Women. Commissioner Cafferata asked the Commission's Attorney Katie Armstrong if the Commission is thinking of using the platform for disseminating meeting information, will the Commission be in compliance with the Open Meeting Law? Attorney Armstrong responded by stating she would have to look at the application, what the application consists of, and what information the Commission would be sharing on the application, but if only meeting information is being shared, such as place and time of the meeting is being shared on the applications, the use of the application should be fine. Attorney Armstrong did inform the Commission that using the application to speak to one another about Commission business, would not be okay. Commissioner Bender asked if Attorney Armstrong would investigate the application and let the Commission know if Meetup would be appropriate for the Commission for Women to become a member of. The agenda item was tabled until the Commission's next meeting.

Agenda Item #10 – INFORMATION - #AbolishModernSlavery

Sarah Sever, Carson High School Senior, presentation her senior project on human trafficking to the Commission. Sarah's high school senior project is dedicated to raise awareness about human trafficking and work with Awaken, a non-profit organization whose mission is to increase awareness and education surrounding the issue of commercial sexual exploitation and to provide restoration and eventually housing for its victims. Sarah's goals upon completion of her senior project are to raise at least \$1,000 to be donated to Awaken by selling T-Shirts, raise awareness to the community on human trafficking, and bring Awaken educators to Carson High School classes to bring further awareness about the ongoing problems with human trafficking and educate young people how to avoid the trap of entering the sex trade.

Agenda Item #11 – INFORMATION - Commission for Women Goal Updates

Increase the number of women on state boards and commissions and in leadership positions in government.

Commissioner Brenda Hughes informed the Commission of a meeting the working group had to discuss holding a meeting in north, south, and possible video-conference to rural Nevada to increase the number of women on state boards and commissions and in leadership positions in government. The working group needs to determine whether the meetings will be conducted as a breakfast, lunch or late afternoon meeting. The working group will have more of an update for the Commission to report at the Commission meeting. Rita Imus, Inter-Tribal Council of Nevada, informed the Commission that she would help share resources with the Commission.

Participate with the interim Task Force on Financial Security and ensure a wide diversity of women's voices are heard.

Commissioner Jo Etta Brown informed the Commission that the next Interim Task Force on Financial Security is scheduled for March 21, 2018. Since the January 22, 2018 Task Force meeting, Commissioner Jo Etta Brown and Commissioner Richann Bender, sent a letter to the Task Force Committee on behalf of the Commission thanking them for the

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opportunity to present at the meeting and requesting the women's issue be on the Task Force priority list.

Create a recognition event to honor a woman and an organization making a contribution to the state/participate in the national 2020 women's suffrage event.

Commissioner Cynthia Cicero informed the Commission of a conference call between Commissioner Bender, Commissioner Cicero and staff to discuss a possible recognition event to be held in Northern Nevada in 2019. More brainstorming and research needs to occur by the workgroup to discuss honorees, keynote speakers, and fundraising. Possible meeting date would be in February 2019 at the Governor's Mansion. Commissioner Cicero also mentioned that alternating years of location for the events and alternating honorees as well. Commissioner Bender informed the Commission of the work she is doing to organize a suffrage event for 2020.

Document the role of Nevada Women in two government buildings (Carson, Vegas) with the Breezeway Exhibition and a display in the Grant Sawyer Building.

Commissioner Durette Candito informed the Commission that the television and mount were delivered to the Grant Sawyer Building. Commissioner Candito would like an update on the progress of mounting the television. Staff member Walt informed the Commission that an update will be provided to the Commission. Staff member Walt did inform the Commission that Rebecca Gill, Women's Research Institute of Nevada is updating the video that will be playing on the television at the Grant Sawyer Building. The Commission will acquire the video once it is complete.

Publicize results, share reports, social media, Sierra Forums in Carson City (and other speaking events), tell our story.

Commissioner Jo Etta Brown informed the Commission of the PowerPoint presentation created to be used at different speaking engagements by Commission staff and Commissioners, as well as a talking piece to be distributed at different functions, meetings, and speaking engagements. The Commission was also informed that a ListServ account has been created for the Commission to use to help communicate with organizations and individuals interested in the updates from the Nevada Commission for Women.

Agenda Item #12 – INFORMATION - Commission for Women Financial Report

Staff member, Molly Walt, reported to the Commission that no deposits have been made into the Commission's account in the past month and one withdrawal from the Community Foundation of Western Nevada account was made for \$100 to pay for the membership renewal to the National Association Commission for Women.

Agenda Item #13 – INFORMATION - Commission for Women Chair Report

Commissioner Richann Bender started her report by congratulating Commissioner Jo Etta Brown for being appointed as the Vice-Chair for the Douglas County Planning Commission. Commissioner Bender asked staff for the names of the Commissioners who responded to the request of being a member of the fundraising working group. Staff informed the Commission that Commissioner Candito and Commissioner Bender were the only Commissioners interested in being on the working group.

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Commissioner Bender informed the Commission of the Women's Community Leadership Network meeting on March 21, 2018 at 3:00 – 5:00 p.m. Commissioner Bender discussed the meeting she had with the National Association Commission for Women (NACW).

Commissioner Bender was asked to be the team leader for the NACW Suffrage Events Task Force.

Commissioner Bender mentioned the discussion between staff and herself regarding creating a Nevada Commission for Women logo and possibly awarding the winner of the logo design \$250. Commissioner Bender asked all Commissioner who are interested in attending the NACW Conference in August in Los Angeles to please let staff know, so the Commission can start planning.

Agenda Item #14 – INFORMATION: Commission for Women staff report

Molly Walt reported to the Commission the meeting that were attended since the Commission last meeting in January. Ms. Walt informed the Commission of the PowerPoint presentation that was created to be used at speaking engagements and asked the Commission for feedback on the presentation. Ms. Walt asked the Commission if the Commission would be interested in sponsoring a Dress for Success Clothing Drive for Dress for Success in Northern Nevada. Commissioner Fearon ask the Commission to be thoughtful about what precedents the Commission sets when responding to requests to sponsor events and that if there were several requests made, the Commission responds in the same way to each request. Commissioner Fearon also stated the importance of consistency and fairness when responding to each request.

Agenda Item #15 – INFORMATION: Commission Member's Comments/Public Comments

Commissioner Elisa Cafferata commended all Commission Members on their hard work, being involved in the working groups and moving forward with the Commission's strategic plan. Commissioner Cicero reported to the Commission that Women's Diversity Productions Inc. is organizing a meeting to be held on March 28, 2018 to discuss being a depository for different women's organizations. Commissioner Cicero invited all Commissioners to attend the meeting on March 28, 2018 at the Smith Center. Commissioner Bender announced that 41.5% of athletes at the Winter Olympic were women. Commissioner Cicero added that United States Women won more metals than the men. Staff member, Molly Walt, requested to add an agenda item for the next Commission meeting to discuss the funding of a plaque for the Grant Sawyer Building and the Breezeway Exhibit. Commissioner Candito directed staff to speak to Mary Woods regarding the plaque because she believes the discuss and vote occurred at a previous meeting.

Agenda Item #16: FOR POSSIBLE ACTION: Adjournment

Chair Richann Bender adjourned the meeting at approximately 11:20 a.m.

Respectfully submitted,

Molly Walt

Molly Walt, staff, Nevada Commission for Women

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Exhibit A	Sign in Sheets
Exhibit B	Meeting Agenda
Exhibit C	Nevada Commission for Women Operational Guidelines
Exhibit D	AAUW WORKSMART Official Invitation & VIP Ticket