

**The Contra Costa  
Commission for Women's  
mission is to improve the  
economic status, social  
welfare and overall quality  
of life of women in  
Contra Costa County.**

The activities for the Commission over the past year include:

**1. NACW – National Association of Commissions for Women**

The CCCW, as a member, co-sponsored a national conference. One Commissioner serves on the board of directors. The NACW is the only voice of advocacy on a national level for women's commissions.

**2. ACCW – Association of California Commissions for Women**

The CCCW is a member of the ACCW and have attended the quarterly meetings at Mt. St. Mary's in LA and in San Jose, CA (the two other meetings were by phone). The ACCW meetings are where California Women's Commissions share their projects and ideas and report on the status of women across the state. The CCCW is also co-sponsoring the first-ever ACCW state conference which will be in the Fall of 2015 in Sacramento in celebration of the 50<sup>th</sup> Anniversary of the State Commission. One Commissioner represents the CCCW as the Northern California rep.

**3. 2014 Women's Policy Summit**

Cosponsored the 2014 Women's Policy Summit with the California Center for Research on Women and Families, held from January 17<sup>th</sup>-19<sup>th</sup> in Sacramento. We will also cosponsor the 2015 Women's Policy Summit, held on January 14<sup>th</sup>, in Sacramento.

**4. Social Media/Public Relations Update**

The Commission continued working on updating and improving the website, and up until September 2014, had a dedicated subcommittee focused on maintaining, expanding, and improving our social media presence through newsletters, Facebook, and the newspapers and local news stations.

**5. Why Women in Leadership? Panel Discussion**

The Commission Planned and hosted two networking and panel events at JFK University discussing women in the workplace. The first, hosted in May, was focused on **non-traditional careers** and included the following panel members:

Darlene Gayler – VP, Gayler Construction

Rae Jones – Nautical Captain

Utuma Belfrey – Founder and CEO, Sustainable Futures

Chuck Carpenter – Safety Officer and Compliance, Richmond Build

Camille Finan - Carpenter & Owner of Divine Kitchens

Donna Rayon-Terrell – Retired Firefighter/Fire Inspector/Captain, Contra Costa County

The second panel, hosted in September, was focused on **professional presence** and included the following panel members:

D'Ann Hayes, Marketing & Promotional Specialist and Owner, Ink It Up Designs  
Carrie LaShell, AICI FLC, Certified Image Consultant and Owner, Such Savvy Style

Maureen Viano, SVP, Professional Services and Career Coach, Lee Hecht Harrison

Both panels were well attended and we received great feedback and interest for future panels.

#### **6. 12<sup>th</sup> Women's Hall of Fame Awards Dinner**

This established event recognizes women who have made a difference towards equality, innovation, service and achievement in commerce, the environment, health, and community outreach throughout Contra Costa County. Over 250 attendees honored the following eight inductees at the dinner held on March 20, 2014 at the Crowne Plaza, in Concord, CA:

- Women Contributing to the Arts – Honorees,  
Edy Schwartz, Moraga & Lauren Jonas, Walnut Creek
- Women Creating Community – Honorees  
Rita Xavier, San Pablo & Sister Ann Weltz, Concord
- Women Demonstrating Leadership – Honorees  
Linda Fodrini-Johnson, Walnut Creek & Betty Geishirt Cantrell, Richmond
- Women Working for Justice – Honoree, Nati Flores, Antioch
- Women Improving Health Care – Honoree, Janet Frazier, Oakley

#### **7. Grant Funding**

The Friends of the Commission gave a \$500 grant toward a scholarship for young, at-risk girls to attend a weekend-long leadership seminar.

#### **8. Annual Retreat**

The Commission met on August 9, 2014 to discuss our Long- and Short-Term plans for the year. We brainstormed the following topics of what we'd like to accomplish over the next three years (2015-2017)

- Leadership/Professional Development
- Girls
- Collaborations
- Disadvantaged Women
- Trafficking
- Domestic Violence (physical, mental, emotional)
- Ecology: Water
- Health & Safety, Wellness
- Education
- Economic

After a vote was taken, it was decided that for our short term projects, the CCCW would focus on:

- ✓ Leadership/Professional Development
- ✓ Girls
- ✓ Economic Development

## **I. Leadership/Professional Development**

- Women in Leadership Panels (2x a year)-Round Table Conference
- Form a Council of Women(?) Leaders (Private & Public)

It was also decided that the **Women in Leadership** series would be renamed and going forward, will be known as **Women in the Workforce** Panels.

They will continue to be offered 2x a year-Fall (September) & Spring (May)

- Topics for **fiscal year 2014-2015:**
  1. **Professional Presence – Thursday, September 25, 2014**  
**6:30pm – 9:00 pm @ JFKU**
    - Already set and being marketed
  2. **Women in Power – (Julianna’s proposed date: Thursday, May 21 – need to decide am or pm)**
    - Possible Panelists include:
      - Ann Notarangelo
      - Mary Jo Rossi
      - D.D. Felton
- Topics for **fiscal year 2015-2016:**
  1. Reentering the Workforce (September 2015)
  2. Building Your Network (May 2016)

### **Other Potential “Women in the Workforce” Topics:**

1. Entrepreneurship
2. Finding Mentors and/or Sponsorships
3. Career Development
4. Generational Differences
5. How to Develop your career
6. Overcoming the Over qualification argument
7. Healthy Retirement

## **II. Girls**

- Life Management Skills Workshop
- Support bullying legislation (Bonilla/Frazier)
- Provide resources/support to teachers re: bullying
- Workshop: Financial literacy for young women
- Career women, STEM, STEAM (Talk with middle school and high school girls)
- Cookie project in South County

Since the CCWC has already begun work on the **Cookie Project**, it was decided that we would continue our focus on girls through the Cookie Project program.

### **Cookie Project Details:**

The Cookie Project is a high school curriculum that teaches students about pay inequality. We delivered a presentation to 250 female high school seniors through Sorropitmists' Get Real Academy.

We had two school districts, Pittsburg and Liberty, committed to teach the curriculum and facilitate a discussion with high school girls around pay equity in 2015. We also have an instructor at Hillview JH interested in the curriculum.

### **III. Economic**

- Women's Equity Luncheon
- Workshop: Financial Literacy
- Cookie Project in South County (See above)

\*Knowing the outside commitments all of the commissioners have, it was decided that our final areas of focus for 2015-2017 would be the Cookie Project and continuing our Women in Leadership series covering all of our categories of interest.

### **Other Goals for 2015-2017**

- Survey women in the county/community needs assessment
- Working with each Supervisor & doing a "Meet & Greet"
- Discuss our goals for the fiscal year
- Ask them what they would like to see done, or what they see the needs of the women are?
- Farmer's Market/Festivals
- Booths to recruit women to the commission
- Interns
- Project Management: Basecamp.com

### **Collaboration Opportunities 2015-2017:**

1. Teen Basic (2 day training) (Oakland/EBMUD) (Joey)
2. She's All That (San Ramon) Feb/March(?) (Deborah)
3. Sister to Sister AAUW-OML (Moraga) (Kirsten)
4. Get Real Academy (Concord) March (Phyllis)
5. WISE/ALAS (Argentina)

6. Girls, Inc. (Richmond) (Joey)

***9. Attendance/Representation***

As of December 31, 2014, the Commission has 8 out of a potential twenty-five member board, with 15 at-large vacancies and 2 district representative vacancies. There is a quorum at each meeting. The Commission expects to continue strong recruiting efforts next year, and to add more members to reach the maximum of twenty-five commission members.

The Contra Costa Commission for Women is committed to working with the Board of Supervisors in 2015 for the betterment of women and girls in Contra Costa County.

***10. Training/Certification***

We have not received any training or certification. We have been given a DVD for the commissioners to view to meet the required training, and also a copy of the County Advisory Board Handbook. In the past, when we had a budget from the County, we attended Women's conferences sponsored by other commissions and the State. New Commissioners have been strongly encouraged to attend the trainings offered by the County.

All Commissioners have completed the Brown Act Training in 2014.

***11. Goals 2014/2015***

As noted above, below are our two flagship goals for 2014/2015:

Cookie Project:

Raising awareness of the pay gap between men and women in schools and the community through an interactive curriculum and program, with support and materials from the National Association of Commissions for Women.

Women in the Workplace

The Contra Costa Commission for Women has been inspired by the San Francisco Commission and its Gender Equality Principles Initiative to host a series of panel discussions. The Gender Equality Principles Initiative (GEP), a partnership between the San Francisco Department on the Status of Women, Calvert Investments, and Verité; it is a groundbreaking project undertaken to help businesses achieve greater gender equality and build more productive workplaces and it provides organizations with a self-assessment tool and a comprehensive resource library designed to improve gender equity from the factory floor to the boardroom.

The Commission would like to support this effort by encouraging organizations in our county to adopt the principles. Our mission is to raise awareness in Contra Costa County of the gender inequalities experienced by women socially and in the workplace. Our plan to host regular roundtable and panel discussions is intended to encourage and empower women as well as provide a call to action to

organizations to close the leadership and gender pay gap. With that in mind we plan to discuss issues such as

- Employment and compensation
- Work-life balance and career development
- Health, safety, and freedom from violence
- Management and governance
- Business, supply chain, and marketing practices
- Civic and community engagement
- Leadership, transparency and accountability
- Alternative careers
- Professional Development
- Financial Literacy

On October 24, 2013 the Contra Costa Commission for Women hosted its first Women in Leadership Panel Discussion: Why Women in Leadership. It was a great success! Our panel of leaders from top employers in Contra Costa County discussed the importance of having women in leadership roles and what women and employers can do to help emerging leaders to get there.

Continuing to monitor and support legislation that will improve the socio and economic status of women.

Partnerships/Collaborations

## ***12. Challenges 2014***

**No County support person** - The Commission's assigned support person, has provided the Commission with no support at all, including forcing us to find our own storage space for our awards, banners, etc. that belong to the Commission. In addition, we are still having issues with meeting locations.

**Communication from the BOS to the Commission** - The Commission desires to have open dialogue through our district representatives to each member of the BOS to know when there are questions or issues. Furthermore, when a member of the BOS makes an appointment or a change to the Commission, we would like to be notified prior to it being implemented.

**Note:** Despite these challenges, the Women's Commission continues to be a functioning and productive body.

***Sponsored by the Contra Costa County Board of Supervisors***  
[www.womenscommission.com](http://www.womenscommission.com)