



Contra Costa
County
Commission for
Women

January Commission Meeting

Gayle B. Uilkema Memorial Board Room, County Connection
2477 Arnold Industrial Way, Concord 94520

Tuesday, January 17, 2017

7 pm – 8:30 pm

Agenda

1. Call to Order and Roll Call 7 pm

Action: Approve the meeting agenda.

2. Public Comment 7:05 pm

3. Approval of Minutes 7:15 pm

Action: Approve draft minutes from December 20, 2016.

4. Chair's Report 7:20 pm

5. Gender Bias Ad-Hoc Committee Presentation 7:30 pm

6. Committee Reports and Discussions 7:40 pm

A. District Reports

- i) District I (Supervisor John Gioia) – Joey
- ii) District II (Supervisor Candace Anderson) – Vacant
- iii) District III (Supervisor Mary Piepho) – Jennifer
- iv) District IV (Supervisor Karen Mitchoff) – Iris
- v) District V (Supervisor Federal Glover) – Kirsten

B. Committee Reports

- i) Goal Advancement
- ii) Legislative
- iii) Membership
- iv) Public Relations
- v) Events
- vi) Ad-Hoc Implicit Gender Bias Education (January-March 2017)

7. Announcements and Upcoming Community Events 8:15 pm

8. +Δ 8:25 pm

Commissioners will have 30 seconds to share an achievement or recognize another member. They may also choose to pass.

9. Adjourn 8:30 pm

Action: Adjourn meeting

Officers

Iris Wong *Chair*
Natalie Oleas *Vice Chair*
Liliana Gonzalez *Secretary*
Jennifer Cohen *Fiscal Liaison*


District Members

Joey Smith *District I*
Vacant *District II*
Jennifer Cohen *District III*
Iris Wong *District IV*
Kirsten Upshaw *District V*

At-Large Members

Argentina Davila-Luevano
Liliana Gonzalez
Phyllis Gordon
Angela Herron
Julianna Hynes
Bonnie McCreary
Lanita Mims
Beth W. Mora
Natalie Oleas
Patricia Ramirez
Tracy Ward
Deborah Wood-Campbell

 @CoCoCountyWomen

 Contra Costa Commission for Women
www.womenscommission.com

The Contra Costa Commission for Women will provide reasonable accommodations for persons with disabilities planning to attend this meeting. Please contact the Commission at least 48 hours prior to the meeting at info@womenscommission.com.

Upcoming Events**Contra Costa County Board of Supervisors Meeting**

Tuesdays, January 31st, February 7th, 14th, 2017

Board of Supervisors Chambers

651 Pine Street, Martinez 94553

9 am

Meetings occur on Tuesdays, but not every Tuesday. Please visit www.contracosta.ca.gov for the calendar.

February Commission Meeting

Tuesday, February 21st, 2017

Gayle B. Uilkema Memorial Board Room, County Connection

2477 Arnold Industrial Way, Concord

7 – 8:30 pm

Association of California Commissions for Women Winter Meeting

Saturday, April 1st, 2017

Santa Barbara (Exact location TBD)

Contact person: Iris



Contra Costa
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Commission for
Women

February Commission Meeting

Gayle B. Uilkema Memorial Board Room, County Connection
2477 Arnold Industrial Way, Concord
Tuesday, February 21, 2017
7 – 8:30 pm

Agenda

1. Call to Order and Roll Call 7 pm

Action: Approve the meeting agenda.

2. Public Comment 7:02 pm

3. Approval of Minutes 7:05 pm

Action: Approve draft minutes from January 17, 2017.

4. Chair's Report 7:10 pm

5. Nomination and Election of Officers 7:20 pm

6. Gender Bias Committee Presentation 7:30 pm

7. Committee Reports and Discussions 7:40 pm

A. District Reports

- i) District I (Supervisor John Gioia) – Joey
- ii) District II (Supervisor Candace Anderson) – Beth
- iii) District III (Supervisor Diane Burgis) – Jennifer
- iv) District IV (Supervisor Karen Mitchoff) – Iris
- v) District V (Supervisor Federal Glover) – Kirsten

B. Committee Reports

- i) Goal Advancement
- ii) Legislative
- iii) Membership
- iv) Public Relations
- v) Events
- vi) Implicit Gender Bias Education

8. Announcements and Upcoming Community Events 8:15 pm

9. +Δ 8:25 pm

Commissioners will have 30 seconds to share an achievement or recognize another member. They may also choose to pass.

10. Adjourn 8:30 pm

Action: Adjourn meeting

Officers

Iris Wong *Chair*
Natalie Oleas *Vice Chair*
Liliana Gonzalez *Secretary*
Jennifer Cohen *Fiscal Liaison*


District Members

Joey Smith *District I*
Beth W. Mora *District II*
Jennifer Cohen *District III*
Iris Wong *District IV*
Kirsten Upshaw *District V*

At-Large Members

Argentina Davila-Luevano
Liliana Gonzalez
Phyllis Gordon
Angela Herron
Julianna Hynes
Bonnie McCreary
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Natalie Oleas
Patricia Ramirez
Tracy Ward

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Upcoming Events

Congressman Mark DeSaulnier General Town Hall

Thursday, February 23rd, 2017

6:30 – 8 pm

Diablo Valley College Cafeteria - 321 Golf Club Road, Pleasant Hill

*For more information or to request ADA accommodations, please email ca11.rsvp@mail.house.gov,
or call 925-933-2660*

Contra Costa County Board of Supervisors Meeting

Tuesdays, March 7th, 14th, 21st, 2017

Board of Supervisors Chambers - 651 Pine Street, Martinez

9 am

Meetings occur on Tuesdays, but not every Tuesday. Please visit www.contracosta.ca.gov for the calendar.

March Commission Meeting

Tuesday, March 21st, 2017

Gayle B. Uilkema Memorial Board Room, County Connection - 2477 Arnold Industrial Way, Concord

7 – 8:30 pm

Association of California Commissions for Women Winter Meeting

Saturday, April 1st, 2017

Santa Barbara (Exact location TBD)

Contact person: Phyllis



February Commission Meeting
Gayle B. Uilkema Memorial Board Room, County Connection
2477 Arnold Industrial Way, Concord
Tuesday, March 21, 2017
7 – 8:30 pm

Agenda

1. Call to Order and Roll Call 7 pm

Action: Approve the meeting agenda.

2. Public Comment 7:02 pm

3. Approval of Minutes 7:05 pm

Action: Approve draft minutes from February 21, 2017.

4. Transitions of Officers 7:10 pm

5. Chair's Report 7:15 pm

6. County Survey Update 7:25 pm

7. Gender Bias Committee Presentation 7:30 pm

8. Committee Reports and Discussions 7:40 pm

A. District Reports

- i) District I (Supervisor John Gioia) – Joey
- ii) District II (Supervisor Candace Anderson) – Beth
- iii) District III (Supervisor Diane Burgis) – Jennifer
- iv) District IV (Supervisor Karen Mitchoff) – Iris
- v) District V (Supervisor Federal Glover) – Kirsten

B. Committee Reports

- i) Goal Advancement
- ii) Legislative
- iii) Membership
- iv) Public Relations
- v) Events

9. Announcements and Upcoming Community Events 8:15 pm

10. +Δ 8:25 pm

Commissioners will have 30 seconds to share an achievement or recognize another member. They may also choose to pass.

11. Adjourn 8:30 pm

Action: Adjourn meeting

The Contra Costa Commission for Women will provide reasonable accommodations for persons with disabilities planning to attend this meeting. Please contact the Commission at least 48 hours prior to the meeting at info@womenscommission.com.

Officers

Iris Wong *Chair*
Natalie Oleas *Vice Chair*
Liliana Gonzalez *Secretary*
Jennifer Cohen *Fiscal Liaison*


District Members

Joey Smith *District I*
Beth W. Mora *District II*
Jennifer Cohen *District III*
Iris Wong *District IV*
Kirsten Upshaw *District V*

At-Large Members

Argentina Davila-Luevano
Liliana Gonzalez
Phyllis Gordon
Angela Herron
Julianna Hynes
Bonnie McCreary
Lanita Mims
Natalie Oleas
Patricia Ramirez
Tracy Ward

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 [Contra Costa Commission for Women](https://www.facebook.com/ContraCostaCommissionforWomen)
www.womenscommission.com

Upcoming Events

Contra Costa County Board of Supervisors Meeting

Tuesdays, March 28th, April 18th, 2017

9 am

Board of Supervisors Chambers - 651 Pine Street, Martinez

Meetings occur on Tuesdays, but not every Tuesday. Please visit www.contracosta.ca.gov for the calendar.

Association of California Commissions for Women Winter Meeting

Saturday, April 1st, 2017

9 am – 3 pm

Santa Barbara Foundation - 1111 Chapala Street, Santa Barbara 93101

6 – 8 pm

Cocktail Reception hosted by former Supervisor Susan Rose

Featuring special guest: Soon-Young Yoon, past Chair of NGO Committee on the Status of Women, New York

Contact person: Phyllis

April Commission Meeting

Tuesday, April 18th, 2017

7 – 8:30 pm

Gayle B. Uilkema Memorial Board Room, County Connection - 2477 Arnold Industrial Way, Concord



April Commission Meeting
Gayle B. Uilkema Memorial Board Room, County Connection
2477 Arnold Industrial Way, Concord
Tuesday, April 18, 2017
7 – 8:30 pm

Agenda

1. Call to Order and Roll Call 7 pm

Action: Approve the meeting agenda.

2. Public Comment 7:02 pm

3. Approval of Minutes 7:05 pm

Action: Approve draft minutes from March 21, 2017.

4. Co-Chairs' Report 7:10 pm

5. By-law Amendments 7:20 pm

6. Gender Bias Committee Presentation 7:30 pm

7. Committee Reports and Discussions 7:40 pm

See attached reports from District Members & Committee Chairs

A. District Reports

- i) District I (Supervisor John Gioia) – Joey
- ii) District II (Supervisor Candace Anderson) – Beth
- iii) District III (Supervisor Diane Burgis) – Jennifer
- iv) District IV (Supervisor Karen Mitchoff) – Iris
- v) District V (Supervisor Federal Glover) – Kirsten

B. Committee Reports

- i) Goal Advancement
- ii) Legislative
- iii) Membership
- iv) Public Relations
- v) Events

8. Announcements and Upcoming Community Events 8:15 pm

9. +Δ 8:25 pm

Commissioners will have 30 seconds to share an achievement or recognize another member. They may also choose to pass.

10. Adjourn 8:30 pm

Action: Adjourn meeting

The Contra Costa Commission for Women will provide reasonable accommodations for persons with disabilities planning to attend this meeting. Please contact the Commission at least 48 hours prior to the meeting at info@womenscommission.com.

Officers

Beth Mora *Co-Chair*
Iris Wong *Co-Chair*
Kirsten Upshaw *Vice Chair*
Jennifer Cohen *Fiscal Liaison*
Liliana Gonzalez *Secretary*

District Members

Joey Smith *District I*
Beth W. Mora *District II*
Jennifer Cohen *District III*
Iris Wong *District IV*
Kirsten Upshaw *District V*

At-Large Members

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Liliana Gonzalez
Phyllis Gordon
Angela Herron
Julianna Hynes
Jessica Laird
Bonnie McCreary
Lanita Mims
Natalie Oleas
Patricia Ramirez
Summer Selleck
Tracy Ward

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 [Contra Costa Commission for Women](https://www.facebook.com/ContraCostaCommissionforWomen)
www.womenscommission.com

Upcoming Events

Contra Costa County Board of Supervisors Meeting

Tuesdays, May 2nd and 9th, 2017

9 am

Board of Supervisors Chambers - 651 Pine Street, Martinez

Meetings occur on Tuesdays, but not every Tuesday. Please visit www.contracosta.ca.gov for the calendar.

May Commission Meeting

Tuesday, May 16th, 2017

7 – 8:30 pm

Gayle B. Uilkema Memorial Board Room, County Connection - 2477 Arnold Industrial Way, Concord

District Representative
April 18, 2017 Reports

Joey Smith, District Representative I – Supervisor John Gioia

No report at this time.

Beth Mora, District Representative II – Supervisor Candice Anderson

Liaison meeting scheduled with supervisor Anderson for Monday, April 17, 2017. Will provide an update on Commission activity and seek input and guidance on legislative matters.

Jennifer Cohen, District Representative III – Supervisor Diane Burgis

Meeting scheduled with Supervisor Burgis on Wednesday, April 19, 2017. Report will be provided thereafter.

Iris Wong, District Representative IV – Supervisor Karen Mitchoff

No report at this time.

Kirsten Upshaw, District Representative V – Supervisor Federal D. Glover

No report at this time.

Contra Costa Commission on Women
April 18, 2017 Committee Reports

Executive

Please see attached edited By-Laws and Articles of Incorporation. Agenda item number 5.

Gender Bias

Please see below detailed report.

Goal Advancement

Will update appropriately based on Committee needs.

Legislative

Please see below detailed report with attachments.

Membership

Please see below detailed report.

Public Relations

In the process of updating the biographies for new Commissions members which will be incorporated in the proper media arena.

Need additional Commission members to join the Public Relations Committee.

Events:

Events will be able to provide a report upon being asked to aid in the planning of events.

Gender Bias Committee

April 18, 2017 Report

Educating the Commission

We will continue our presentations during the Commission meeting for the upcoming meetings, and will reassess during the summer. In the meantime, we will begin planning our initiative to educate the community. Here is the schedule speakers for the coming Commission meetings:

- April Meeting: KIRSTEN, "Women of Color & Implicit Gender Bias"
- May Meeting: BETH, "Implicit Gender Bias & the Workplace and Education"
- June Meeting: ANGELA, "Children, Youth, And Young Women & Implicit Gender Bias"

Educating the Community

Our first community education initiative will focus on schools in Contra Costa County. This will be our approach:

1. Assemble a toolkit of resource options for school administrators, faculty, and staff to educate their schools about implicit gender bias.
2. Reach out to each school district to explain who we are, why this matters, and what resources we are offering.
3. Listen to the school's needs/ideas, and help them find something from our resource toolkit that will work for them.

Action Steps

- Develop a contact list for every school district in the county, including contact information and a contact person
- Research resources/contacts/ideas/partners for our toolkit

Over the next month, we need to tackle those two steps. It will be a bit messy at first, but we think it is important for us to spend some time figuring out what exactly is out there and what we have to work with. The goal is to assemble as many potential resources as possible, and then we will narrow and refine what will be in our toolkit. I have created a spreadsheet for us to add our own findings (link below). Here are some things to look for:

- Organizations that have similar goals and have tackled implicit bias as it applies to young people
- Potential illustrations, examples, tools for discussing implicit bias
- Organizations that represent women and girls, who might work with us in assembling such a toolkit
- Helpful websites, articles, podcasts, etc.
- Community members with experience and expertise in these areas.

Legislative Committee

April 18, 2017 Report

Equal Pay Day & Stronger California

On April 4, 2017, Iris Wong and Beth Mora attended Equal Pay Day events in Sacramento. Also on said day, unifying their voices in support of women and families, the California Legislative Women's Caucus (LWC) launched its legislative priorities under four pillars aimed at protecting and advancing the rights and opportunities for women and working families. Please see attached/provided handouts. Iris and Beth attended a Stronger California press conference Judicial hearing for SB 63 as well as engaged several Congressional visits.

- Stronger California Press Release
- Stronger California Legislative Priorities

ACCW & SB 169

Phyllis Gordon and former Commissioner and Friends member Stacey Howard attended the ACCW state conference in Santa Barbara, which Phyllis noted below in Membership report. During said Conference and thereafter, ACCW has discussed the Commission as a state or individuals supporting SB 169 which seeks gender equality in education. Please see attached fact sheet and sample support letter. ACCW has asked local Commissions for their input in support of SB 169.

- SB 169 Fact Sheet
- Sample Support Letter, re: SB 169

Domestic Violence and Strangulation

Natalie Oleas working with the Family Justice Center attended a national conference in early April wherein one of the topics thereat was domestic violence and strangulation. Provided this valuable information, the Legislative Committee is examining Contra Costa County's support of legislation combating violence against women. Currently, the Committee is studying the legislative history of charging domestic violence strangulation as a form of torture in criminal proceedings.

Membership Committee

April 18, 2017 Report

So Patricia Ramirez and I attended the BOS meeting and NO ONE WAS THERE! Evidently they were off for two weeks for Spring Break. I even stayed up late to bake the cookies the night before and prepare them with the Cookie Project insert.... Federal Glover received his since his office is close to my home and the rest are in the freezer to attend another meeting. But I will check first before driving over there this time and perhaps some other Commissioners will attend with us.

As of today we have Michelle Brown's application being submitted to the County. The Membership Committee met and this time it was Joey Smith and myself and we interviewed three potential new Commissioners. All spectacular young women eager to come on board. Deborah Son attended last month's meeting, Heidi and Shaila will be attending this month's meeting along with Deborah on the 18th of April.

I might suggest since Lilianna is already taking attendance for the minutes that we simplify a process that works for everyone. I would like to discuss with the Board before making a final recommendation.

Lastly, I attended along with Stacey Howard the Association of California Commissions for Women statewide meeting held in Santa Barbara. It was an incredible meeting and great networking with Senator Hannah Beth Jackson (who discussed the bills she is sponsoring), Marilyn Fowler who has spearheaded the CEDAW movement here in California (and a former HOF keynote) and Diana Goodrow a former Ventura County Commissioner and U N advocate. And lastly, Susan Rose a former BOS for Santa Barbara who hosted a lovely networking event at her home for us with local politicians. The next ACCW meeting will be held either in early September or early October not wanting to interfere with High Holy Jewish Holidays.

Our Commission is almost to full capacity and I am proud of the Committee for helping to having our completion goal in sight.

Respectfully submitted,

Phyllis Gordon
Chair Membership Committee

April 4, 2017

Contact: Teala Schaff
916-319-9223

Legislative Women's Caucus Hail's Priority Bills for a Stronger California

Implore Governor to Keep Promises to Women and Families

(Sacramento)— Unifying their voices in support of women and families, the California Legislative Women's Caucus (LWC) today hailed its legislative priorities under four pillars aimed at protecting and advancing the rights and opportunities for women and working families. The LWC also called on the Governor to keep his promise from last year to families by increasing childcare provider rates and childcare slots for the unmet needs of 85% of working Californians.

The announcements came on Equal Pay Day, highlighting the pay disparities of women in the workforce who, in California, aren't expected to earn parity until 2043 earning \$.78 to a white man's dollar. The Commission on the Status of Women and Girls Equal Pay Taskforce also issued a report underscoring the gaps in pay equity in California. Gaps in pay are considerably higher for women of color with Latina's earning \$.43 and African American women \$.63 on the dollar compared to their white male counterparts.

"If we want working families to continue working, we've got to provide the childcare slots needed so parents can work and kids can learn," said Assemblywoman Cristina Garcia, chair of the Legislative Women's Caucus. "Moreover, if women are doing the same work (as their male counterparts), they sure as well better be earning the same pay."

The Legislative Women's Caucus again continued its promise to child care in the budget that has been championed by the caucus for more than a decade. A decade that has made drastic, long-lasting cuts to a system that has been chronically underfunded and underappreciated.

The Caucus also vocalized their intent to continue to lead the nation in protecting access to women's healthcare and reproductive services now threatened by the Trump Administration.

"Any challenge to the principles outlined in Roe v. Wade is an immediate call to action," said Garcia, citing the Women's Rally last month that attracted hundreds to the steps of the Capitol. "Access to health services by providers like Planned Parenthood have given us decades of evidence that prove access to all healthcare services – as I myself depended upon– is how to keep women healthy."

This year, the LWC's legislative priorities focus on seven bills within its four pillars:

1.) Fair Pay and Job Opportunity (AB 168 Eggman) 2.) Access to Childcare (AB273 Aguiar-Curry) 3.) Family Friendly Workplaces (SB63 Jackson) and 4.) Protecting Vulnerable Communities (SB 500 Leyva, AB480 & AB 1312 Gonzalez-Fletcher, and AB 1386 Waldron).

"We will continue to advocate for women and working families by supporting policies that maximize equality and opportunity," said Senator Connie M. Leyva (D-Chino), Vice Chair of the Legislative Women's Caucus. "We are committed to the promises we've made to our constituents and will continue to work with the Governor and our colleagues to ensure that women and working families are empowered to achieve success for themselves and their loved ones."

California still lags behind the needs identified more than a decade ago. Currently, it is estimated that six out of seven children eligible for subsidized child care in California did not receive services from state programs, and the estimated number of children eligible for subsidized childcare is 1,479,000. The state of California served 218,000 of children in subsidized child care last year.

Last year, in conjunction with both houses of the legislature and the Governor, the Caucus adopted a long-term strategy with incremental growth to address the ongoing need of working California's.

"In order for these parents to provide for their families, they must have adequate access to child care and early education," added Garcia. "When parents cannot find or afford child care, the economy loses valued workers and children miss opportunities to learn. The achievement gap begins, and then ends, with an unqualified workforce because we've neglected them all along. This equation is compounded further when you add, or subtract, the fact that women still earn 20-40% less than men."

The Caucus urged the Governor to factor these costs and benefits into his May Budget Revision that should seek to provide eligible parents access to reliable care for their children, while maintaining promises made last year to providers who care for working families in California.

What others are saying:

On AB 168:

Women are already paid less than men, for the same work and because professions where women predominate are undervalued. Using salary history to determine compensation is double-baking inequality into the system," said Assemblymember Eggman, D-Stockton. "This bill gives women the power to determine for themselves where they start negotiating."

On SB 500:

"I am proud to author SB 500 since it will ensure that local authorities and prosecutors are able to pursue and prosecute individuals that threaten victims with the distribution of sexually explicit pictures. Sextortion is always wrong and we must make sure that this crime is prosecuted fully and uniformly across California. I thank the Legislative Women's Caucus for prioritizing SB 500 and

making sure that we always stand with victims of sexual extortion." -- Senator Connie M. Leyva (D-Chino)

On AB 1386:

"Genetic testing, screening and awareness for breast and ovarian cancer is not a luxury; it is a basic health service that should be available those who can benefit from this test. Assembly Bill 1386 is one more step towards the goal of equal health access for all women," said Assemblywoman Marie Waldron. "But especially those in the underserved communities that often go without needed medical care."

On AB 480:

"Diapers aren't optional for babies, and they aren't free at daycare centers. Parents on CalWORKs should be able to claim reimbursement because a lack of diapers is a barrier to work," Assemblywoman Gonzalez Fletcher said. "We should be removing barriers to self-sufficiency and that means making diapers more affordable for CalWORKs parents."

On AB 1312:

"California needs to do a better job of helping sexual assault victims navigate all of the legal, medical and personal issues that survivors have to deal with. It should start with a Sexual Assault Victims Bill of Rights that ensures each survivor is informed about their rights and the resources that are available to them after such a horrific episode in their lives," Assemblywoman Gonzalez Fletcher said. "Victims have rights, and AB 1312 would strengthen those rights to include emergency contraception for women and a ban on police departments prematurely destroying rape test kits."

On SB 63:

"Any new parent knows that the birth of a new baby comes with a host of changes and challenges. But losing a job should never be among those challenges," said Senator Hannah-Beth Jackson. "Ensuring that we have strong parental leave policies in place is an economic issue that affects the health and well-being of millions of California's children and working families, and we have to do better."

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CALIFORNIA
LEGISLATIVE
WOMEN'S
CAUCUS



Assemblywoman
Cristina Garcia
Chair



Senator
Connie M. Leyva
Vice Chair

2017
AGENDA

A Stronger California

Securing Economic Opportunity for all Women

Pillar	Bill	Author	Summary
Fair Pay and Job Opportunity	AB 168	Eggman	Prohibits an employer from seeking salary history information about an applicant for employment.
Access to Childcare	Budget Ask	LWC	Keeps promises made in the recent budget to the childcare workforce AND expands access for the 1,479,000 children in California who are eligible for subsidized childcare. We currently serve less than 15% of the needs of working families. When parents cannot find or afford childcare, the economy loses valued workers and our future workforce misses opportunities to learn.
	AB 273	Aguilar-Curry	Clarifies that English as a Second Language (ESL) and High School Equivalency (HSE) educational programs meet criteria for establishing eligibility for subsidized child care programs.
Family Friendly Workplaces	SB 63	Jackson	The New Parent Leave Act provides up to 12 weeks of job-protected maternity and paternity leave for more California employees.
Protecting Vulnerable Communities	SB 500	Leyva	Allows law enforcement and prosecutors to pursue perpetrators that use the threat of distribution of private and sexually explicit images to demand sex, additional sexually explicit images, or money.
	AB 480	Gonzalez-Fletcher	Amends the Welfare and Institutions Code to clarify that diapers for infants and toddlers are a reimbursable ancillary expense under existing law for CalWORKs participants with young children in the Welfare to Work program.
	AB 1312	Gonzalez-Fletcher	Ensures that rape kits are not destroyed prematurely, that survivors of sexual assault are aware of their rights and the resources available to them, and codifies important additional rights for survivors such as free post-assault contraception.
	AB 1386	Waldron	Launches a breast and ovarian cancer screening and awareness pilot program to promote and encourage genetic testing screening when indicated by the United States Preventative Services Task Force and Centers for Disease Control and Prevention.

Senate Bill 169

Gender Equity in Education: Title IX Codification

Senators Jackson and De León

SUMMARY

Senate Bill 169 would codify existing Title IX of the Education Amendments of 1972 (20 U.S.C. Sec. 1681 et seq.) standards into California law, thereby increasing state-level enforcement if federal standards or the enforcement of sex equity laws are undermined, amended, or repealed.

BACKGROUND

Title IX prohibits sex discrimination in educational programs and activities. Title IX protections apply to all schools, public and private, that receive federal funding. This federal civil rights law and its implementing regulations are enforced by the Office for Civil Rights (OCR) within the United States Department of Education.

In 2011, OCR issued a detailed guidance document in the form of a “Dear Colleague” letter updating the interpretation of Title IX and explaining that sexual harassment covers all physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent, including forms of sexual violence such as rape, sexual assault, sexual battery, and sexual coercion. The guidance document reminds schools of their responsibilities to take affirmative steps to respond to sexual violence in accordance with Title IX. Educational institutions have an affirmative duty to take immediate and effective steps to end discriminatory conduct, to prevent its recurrence, and to address its effects.

Sexual harassment impedes a student’s right to pursue and receive an education in a safe, non-discriminatory environment. The civil rights and protections enshrined in Title IX and its implementing regulations have been an important tool for student victims, survivors, and advocates, helping to make California’s campuses a safe space for students. With the strong and focused support of the previous presidential administration and state lawmakers, student advocates have proactively asserted Title IX protections and school administrators have implemented enhanced response policies, education and other prevention initiatives.

Changes in federal enforcement priorities may degrade Title IX standards and undermine the protections students have found essential to pursuing an education.

SOLUTION - SB 169

California’s Donahoe Higher Education Act and Sex Equity in Education Act prohibit discrimination on the basis of sex. California has passed several laws to enhance Title IX awareness and compliance in our state. These laws have helped improve policies on Title IX coordinators as well as gender equity in athletics.

In 2015, California became the first state to require an affirmative consent standard in campus policies and proceedings. Senate Bill 967, the nation’s first Yes Means Yes law, required California’s institutions of higher learning to adopt policies concerning sexual violence, domestic violence, dating violence, and stalking in order to receive state funds for student financial assistance. This groundbreaking law was followed by additional legislation, recently enacted into law, requiring affirmative consent education and teaching to promote healthy relationships in K-12 health curriculum.

By codifying existing federal Title IX standards into state law, Senate Bill 169 continues the effort to safeguard and guarantee gender equity in education and provides for strengthened state-level enforcement.

SUPPORT

OPPOSITION

STATUS

Senate Education Committee hearing, April 19, 2017
Senate Judiciary Committee hearing, April 25, 2017
Introduced January 23, 2017

CONTACT

Bethany Renfree
916-651-4019
Bethany.Renfree@sen.ca.gov

The Honorable Benjamin Allen, Chair
Senate Committee on Education
State Capitol, Room 2083
Sacramento, CA 95814

RE: SB 169 (Jackson & De León) **SUPPORT**

Dear Senator Allen:

_____ is pleased to support Senate Bill 169, which would amend the Education Code to codify existing Title IX of the Education Amendments of 1972 (20 U.S.C. Sec. 1681 et seq.) standards into California law, thereby increasing state-level enforcement.

In 2011, the United States Department of Education Office for Civil Rights issued a detailed guidance document in the form of a “Dear Colleague” letter updating the interpretation of Title IX and explaining that sexual harassment covers all physical sexual acts perpetuated against a person’s will or where a person is incapable of giving consent, including forms of sexual violence such as rape, sexual assault, sexual battery, and sexual coercion. The guidance document reminds schools of their responsibilities to take affirmative steps to respond to sexual violence in accordance with Title IX.

Sexual harassment impedes a student’s right to pursue and receive an education in a safe, non-discriminatory environment. The civil rights and protections enshrined in Title IX and its implementing regulations have been an important tool for student victims, survivors, and advocates, helping to make California’s campuses a safe space for students. With the strong and focused support of the previous presidential administration and state lawmakers, student advocates have proactively asserted Title IX protections and school administrators have implemented enhanced response policies, education and other prevention initiatives.

The new presidential administration, including the Attorney General, have signaled challenges to this federal law and the protections it provides, as well as a hostility to understanding the underlying nature of gender-based violence and harassment that makes these protections necessary.

The standards codified in federal statute and regulations, or upheld in case law, are in some instances stronger than California’s standards. SB 169 would codify the standards articulated in the 2011 OCR Dear Colleague letter and ensure strong state-level enforcement if federal standards or the enforcement of sex equity laws are undermined, amended, or repealed.

Respectfully,



Contra Costa
County
Commission for
Women

May Commission Meeting
Gayle B. Uilkema Memorial Board Room, County Connection
2477 Arnold Industrial Way, Concord
Tuesday, May 16, 2017
7 – 8:30 pm

Agenda

1. Call to Order and Roll Call 7 pm

Action: Approve the meeting agenda.

2. Public Comment 7:02 pm

3. Approval of Minutes 7:05 pm

Action: Approve draft minutes from April 18, 2017.

4. Antioch Rotary Presentation on Girl Empowerment Project 7:07 pm

5. Old Business 7:22 pm

A. Bylaw Amendments

Action: Approve bylaws as amended.

B. FY 2017-2018 Budget

C. Commission Retreat

6. 2018 Hall of Fame 7:35 pm

7. Gender Bias Committee Presentation 8:05 pm

8. Committee Reports and Discussions 8:15 pm

See attached reports from District Members & Committee Chairs

A. District Reports

- i) District I (Supervisor John Gioia) – Joey
- ii) District II (Supervisor Candace Anderson) – Beth
- iii) District III (Supervisor Diane Burgis) – Jennifer
- iv) District IV (Supervisor Karen Mitchoff) – Iris
- v) District V (Supervisor Federal Glover) – Kirsten

B. Committee Reports

- i) Goal Advancement
- ii) Legislative
- iii) Membership
- iv) Public Relations
- v) Events

9. Announcements and Upcoming Community Events 8:25 pm

Officers

Beth W. Mora *Co-Chair*

Iris Wong *Co-Chair*

Kirsten Upshaw *Vice Chair*

Jennifer Cohen *Fiscal Liaison*

Liliana Gonzalez *Secretary*

District Members

Joey D. Smith *District I*

Beth W. Mora *District II*

Jennifer Cohen *District III*

Iris Wong *District IV*

Kirsten Upshaw *District V*

At-Large Members

Argentina Davila-Luevano

Liliana Gonzalez

Phyllis Gordon

Julianna Hynes, PhD

Jessica Laird

Lanita Mims

Natalie Oleas

Patricia Ramirez

Summer C. Selleck

Tracy Ward

 @CoCoCountyWomen

 Contra Costa Commission for Women
www.womenscommission.com

The Contra Costa Commission for Women will provide reasonable accommodations for persons with disabilities planning to attend this meeting. Please contact the Commission at least 48 hours prior to the meeting at info@womenscommission.com.

10. Adjourn 8:30 pm*Action: Adjourn meeting***Upcoming Events****47th Annual Conference: Together We Rise**

Tuesday, May 23, 2017

8:30 am – 4 pm

Oakland Scottish Rite Center – 1547 Lakeside Drive, Oakland

<http://www.togetherwerise.alliance4girls.org>**Contra Costa County Board of Supervisors Meeting**

Tuesdays, May 23; June 6, 13, 20, 2017

9 am

Board of Supervisors Chambers - 651 Pine Street, Martinez

*Meetings occur on Tuesdays, but not every Tuesday. Please visit www.contracosta.ca.gov for the calendar.***June Commission Meeting**

Tuesday, June 20, 2017

7 – 8:30 pm

Gayle B. Uilkema Memorial Board Room, County Connection - 2477 Arnold Industrial Way, Concord

47th Annual National Association of Commissions for Women Conference & Empowerment Summit*Embracing Our Past, Empowering Our Future*

July 12 – 16, 2017

Hyatt Regency Hotel & Conference Center – 2 Fountain Plaza, Buffalo, New York

<http://www.nacwconference.org>**Association of California Commissions for Women Annual Meeting**

Saturday, September 23, 2017

Exact Timing TBD

188 Embarcadero Center, San Francisco

**District Representative
May 16, 2017 Reports**

Joey Smith, District Representative I – Supervisor John Gioia

No report at this time.

Beth Mora, District Representative II – Supervisor Candice Anderson

Inquired as to assistance re: meeting locations. Offer to use Supervisor Anderson's office, for example has a Lafayette and Danville locations can access for meetings. Also working with staff to help determine if other locations in County can help secure for meetings more centrally located. To attend Liaison Meeting Monday, May 15, 2017. Scheduling one-on-one meeting with Supervisor Anderson for late May 2017 to discussion Commission for Women agenda items in more detail.

Jennifer Cohen, District Representative III – Supervisor Diane Burgis

I met with Supervisor Burgis on Wednesday, April 19, 2017. Diane Burgis was very supportive of our mission and we had a great discussion. We spoke about Sanctuary Counties. She had the budget at hand and explained that 70% of the funds that come into the County flow from the feds through agencies and to the County. She feels it is too big a risk to lose the majority of the county's funding. However, she has a good number of immigrant labor in East County and so has focused her efforts on Protecting healthcare for undocumented aliens and Rapid Response to provide legal aid for these county residents.

She noted that Oakley has a "*It's a Girl Thing*" which would be a great thing for our commission to participate in. We could do the cookie project or tabling about gender bias. They aren't holding it this year, but we can work with Lindsey Bruno on girl focused things in Oakley in the future. She's very supportive of our work and goals.

Lindsey Bruno
Recreation Manager
925-625-7042
3231 Main Street
Oakley, CA 94561

///

Iris Wong, District Representative IV – Supervisor Karen Mitchoff

On April 26, 2017, I met with Supervisor Karen Mitchoff and her Chief of Staff, Anne O. We had a very good discussion about the Commission and the District.

Commission Update

I updated her on my current position as Co-Chair of the Commission, our work to revitalize the Commission through a new logo and website, and the work of the Implicit Gender Bias Committee. I shared the Committee's April Report with her, and she was glad to hear that our Commission has taken on this work. Anne is going to compile a list of organizations and events that target young women and share that with me in the next few weeks. So far, she's shared that CSU, East Bay Concord Campus hosts an annual Contra Costa Discovery Day to encourage STEM career interest: <http://www.bayareascience.org/discovery-days/>. From the website, it looks like it usually takes place in October or November. I think this is a great opportunity for the Commission to participate in if there is interest.

I discussed the growing interest in our Commission from potential members over the last few months, and that we are looking forward to maximizing our membership soon. The Supervisor recognized that many women have a hard time getting engaged in government agencies because they are faced with so many responsibilities. So she was happy to hear that more women, especially young women, are getting involved.

We briefly discussed the Commission's presence on social media, and how we try to connect people to upcoming events planned by local, state, and federal representatives. She acknowledged that it is a great way to get young people involved. Her main mode of communication is through e-mail alerts. She also asked Anne to put a link of our website onto hers.

Anne suggested that since we redesigned a logo, we can make some pins for the Supervisor to wear and share it with her colleagues. That is, evidently, a common practice with other groups and organizations.

The Supervisor expressed interest in talking with students about getting involved in politics and government. I mentioned there might be an opportunity to do so when the Commission executes its plans to educate the public on implicit gender bias. Her office might plan an event for this purpose next year in light of the election cycle. I highly recommend our Commission become a partner or cohost of this event.

District Update

Supervisor Mitchoff sits on various Committees and Boards across the County and the East Bay, such as the Board of Supervisor's Legislation Committee with Supervisor Burgis; Transportation, Water & Infrastructure Committee; Bay Area Quality Management District; and Association of Bay Area

Government Legislation Committee. As such, her policies mainly focus on water, transportation, air quality, and affordable housing.

When I mentioned that Beth and I are both advocating for SB 63, the New Parent Leave Act, in our day jobs, she mentioned that the Board of Supervisors might have supported it. Anne noted she will look into it and let me know. The Supervisor mentioned that if we ever need a support letter for legislation (provided the County has taken a position on it), she is happy to help. Anne shared the most current list of legislation that the Board is monitoring (see attached). She also recommended that we track legislation movement here: <http://www.contracosta.ca.gov/4664/Board-Meeting-Agendas-and-Videos>

Meeting with Colleen Isenberg

On May 8th, I met with Colleen Isenberg, who replaced Lindy Lavender about a month ago in Supervisor Mitchoff's office. She previously worked for Congressman Jerry McNerney (D-CA 9th District), whose district covers west Contra Costa County. She is familiar with the Commission and some of its members through that position, and has attended a Hall of Fame in the past.

We discussed our implicit gender bias work, and she recommended the Pathways programs within the Pittsburg, Antioch, and Mt. Diablo Unified School District, which integrates career academics in students' curriculum. The County Office of Education also has a Career Technical Education program that we could potentially partner with them on.

Kirsten Upshaw, District Representative V – Supervisor Federal D. Glover

No report at this time.

**Contra Costa Commission on Women
May 16, 2017 Committee Reports**

Executive

Please see By-Laws and Articles of Incorporation. Agenda item number 5.

Gender Bias

No report at this time.

Goal Advancement

See attachments entitled:

1. SMART Goal Example (Word); and,
2. CCCW 2017 Measurable Goals (Excel).

Legislative

Please see attached documents and proposal.

Membership

No report at this time.

Public Relations

No report at this time.

Events:

No report for May meeting, will have report for June 2017 meeting.

BYLAWS of the CONTRA COSTA COMMISSION for WOMEN and GIRLS
REVISED January 2017

ARTICLE I
NAME

Section 1.

The name of this Association shall be the Contra Costa Commission for Women and Girls, hereinafter referred to as “the Commission.”

Section 2.

This association was formed in 1984 as an Advisory Committee. In 1993, it received non-profit status as a 501(c)(4) non-partisan association, to carry out the purposes as stated in Article II. In 2000, the Contra Costa County Board of Supervisors approved the Advisory Committee’s request that the association be renamed the Contra Costa Commission for Women.

ARTICLE II
PURPOSE

The Commission was formed to educate the community and advise the Contra Costa County Board of Supervisors and other entities as necessary on issues relating to the changing social and economic conditions of women and girls in the County, with particular emphasis on the economically disadvantaged.

ARTICLE III
MEMBERSHIP

Section 1. Members

The Commission shall have a minimum of fifteen (15) members and not more than twenty (20) members. The membership shall be broadly representative of racial, ethnic, age, religious affiliation, gender, and sexual orientation of the community at large.

Section 2. Commitment

This body is a working Commission. As such, members of the Commission shall commit to working no less than five (5) hours a month and must serve on at least one (1) standing or Special Committee. Said time includes the monthly Commission meeting held the third (3rd) Tuesday of each month.

Should a member take on a leadership role within a Standing or Special Committee (Chair or Vice-Chair), the member shall commit to working no less than a total of ten (10) hours per month.

Members of the Commission appointed to the specific geographic District in which they live, i.e.: District I, II, III, IV, and V; also referred to as “District Members” shall meet and/or communicate regularly with the Supervisor for their District. District Members shall commit at least an additional hour (1) to two (2) hours a month to this duty.

At-Large Members of the Commission will endeavor to attend one (1) Board of Supervisor’s meeting a year on behalf of the Commission, resulting in an additional commitment of approximately two (2) hours throughout the entire year.

Should a member take on an Executive Committee Role, the member shall commit to working no less than a total of fifteen (15) hours per month.

All members shall strive to maintain and protect the Commission’s reputation, enhance its prestige, and present a favorable image when interacting with organizations or individuals outside of the Commission. When interacting with organizations or individuals outside of the Commission, all members shall make the public at large and members aware of the benefits of Commission membership, highlight current Commission activities and programs, fostering a professional image, proactive, and inclusive of all members and groups.

Section 3. Appointment

Members of the Commission shall be appointed for fixed and staggered terms by the County Board of Supervisors. There are District Members and At-Large Members.

Section 4. Terms of Appointment

All seat terms are for a period of three (3) years with staggered expiration dates for seven (7) seats in one (1) year, seven (7) seats plus the alternate in the second (2nd) year and six (6) seats in the third (3rd) year.

Appointments to seats shall begin on the effective date of appointment and end on expiration date for the seat to which the appointment is made.

Section 5. Vacancies

The County Board of Supervisors may appoint members to fill unexpired terms of less than three (3) years and incumbents may be reappointed to successive terms.

The Membership Committee shall review scheduled and unscheduled membership vacancies as they occur as to appropriateness and need to appoint a replacement. The Membership Committee

shall consider community experience, minority and geographical representation in formulating a recommendation for review by the Commission.

The Membership Committee will present Applicants for appointment to the Board of Supervisors for Appointment. The Commission Chair shall report to the County Board of Supervisors any scheduled or unscheduled membership vacancy as it occurs.

The Membership Committee shall also engage in on boarding of new members as well as monitoring of the terms of appointment and meeting attendance.

Section 6. Removal

Any member may be recommended to the Board of Supervisors as a Commissioner for removal from membership as a result of any of the following actions:

1. Resignation.
2. Absence from three (3) consecutive meetings or five (5) of the eleven (11) Commission meetings scheduled each year. Members who miss three (3) consecutive meetings and/or whose attendance rate falls below forty-five percent (45%) will trigger an automatic recommendation notice to the Commission Executives. Meeting attendance to be monitored by Membership Committee.
3. Lack of participation on Standing and Special Committees. The Commission Chair shall request information from Committee Chairs regarding member involvement at the conclusion of each quarter. The Membership Committee will take this information into consideration should meeting attendance recommendation be triggered under number two (2) above.
4. Behavior that is unbecoming of a government representative in accordance with the County Handbook.

It is the goal of the Commission to support Women and Girls, as Commissioners as well as our own Members, attendance and involvement is necessary; however the Commission is voluntary and accommodating of our members. The Board of Supervisors makes the final decision on any recommendations for removal of a Commissioner.

ARTICLE IV OFFICERS

Section 1. Officers

The officers of the Commission shall include a Chair, a Vice-Chair, a Fiscal Liaison, and a Secretary. In the event that the responsibilities of a designated office would be best served by two individuals, those individuals elected to that position will share the position as cooperative officers. Each officer(s) shall be elected from among the members of the Commission in February of each year. Should vacancies occur, officers may also be appointed at the discretion of the Chair to fulfill the remaining term of the vacant position(s).

Section 2. Term of Office

The officers of the Commission shall hold office for a term of one (1) year, twelve (12) consecutive months beginning in March of the year of election. In the event elections are held after February in any given year, officers will serve their terms until elections the following year. Officers may succeed themselves.

In the event the Chair is unable to complete her term of office, the Vice Chair will succeed the Chair and fulfill the Chair's remaining term of office as the presiding officer. The membership will conduct an election to replace the Vice Chair. The Vice-Chair's successor will serve the remaining term of office.

A vacancy in any office may be filled by a majority vote of the members attending a special or regular Commission meeting.

Section 3. Duties

1. Chair

The Chair shall call a regular or special Commission meeting, prepare the agendas for all regular and special Commission meetings and send agendas and draft minutes to members at least seven (7) days before the meeting, preside at all Commission meetings, approve all Standing and Special Committees, approve the Chair of Standing and Special Committees, and represent the Commission whenever the occasion demands.

Presiding duties include: opening and adjournment; ascertainment of the existence of a quorum; sequence of business; recognition of members entitled to the floor; statement for a vote on all motions that legitimately come before the assembly; enforcement of rules of debate, and protection of the assembly from frivolous or dilatory motions.

The Chair shall also serve as point of contact with the County as well as the County Board of Supervisors, for the Association of California Commissions for Women (ACCW) and National Association of Commissions for Women (NACW) and attend regular ACCW and NACW meetings. In the event that the Chair cannot attend regular ACCW or NACW meetings, she shall appoint a member to attend as a representative.

The Chair shall also prepare Annual Reports for the County Board of Supervisors, and ensure that all members have completed the Brown Act and Better Government Ordinance training annually.

2. Vice-Chair

The Vice-Chair shall maintain the historical record of the Commission and manage time at regular or special Commission meetings. The Vice-Chair shall also assist the Chair as directed by the latter and shall assume all the obligations and authority of the Chair in the absence of the latter.

3. Fiscal Liaison

The Fiscal Liaison shall create a balanced budget for each fiscal year and special events hosted by the Commission. The Fiscal Liaison shall also be responsible for tracking the financial activity of the Commission.

4. Secretary

The Secretary shall handle any regular or special administrative duties, which may include the following tasks:

- Take minutes at regular or special Commission meetings, and send draft minutes to the Chair at least ten (10) calendar days before next Commission meeting.
- File approved minutes and related handouts for the Commission's records.
- Ensure that agendas and minutes are uploaded to the Commission's website within a month of being approved.
- Ensure that the Commission's calendar is up to date on its website within a month of the next scheduled Commission meeting.
- Maintain of attendance of Commissioners as provided by the Membership Committee.
- Check the Commission's email account at least twice a week.
- Check the Commission's mailbox at least once a week.
- Create, update, and keep name tents of each member for Commission meetings.

Section 4. Elections

A Nominating Committee and Chair shall be elected by Commission members at the regularly scheduled full Commission meeting each January.

A report from the Nominating Committee on selection of officers shall be given at the regularly scheduled Commission meeting each February.

Selection of officers shall be held each February. Terms of office shall begin as of the regular meeting in March of each year.

ARTICLE V MEETINGS

Section 1. Regular Meetings

Regular meetings of the Commission shall be held at 7:00 pm on the third (3rd) Tuesday of each month. **Exception:** The Commission generally does not meet one month out of the year.

Notice of regular meetings of the Commission and an accompanying agenda shall be emailed to each member and publicly noticed at least seventy-two (72) hours prior to the day named for such meeting.

Section 2. Special Meetings

Special meetings of the Commission may be called at any time by the Chair. Notice of a special meeting will include the time, date, place, and purpose. The notice, time permitting, shall be posted at least seventy-two (72) hours before such meeting date.

Section 3. Action at a Meeting: Quorum and Required Vote

The presence of fifty-one percent (51%) of the current membership at a regular meeting of the Commission constitutes a quorum. Each member present shall have one vote on motions. Members must offer disclosure and abstain from voting upon issues in which conflict of interest may constrain impartiality.

ARTICLE VI COMMITTEES

Section 1. Executive Committee

The Executive Committee shall consist of the Chair, Vice Chair, Secretary, and Fiscal Liaison, and shall be established to provide cohesive leadership and continuity to the Commission.

Section 2. Standing Committees

The Executive Committee and/or a majority of the Members may form Standing Committees to manage on-going functions of the Commission in order to expedite the business of the Commission.

The Standing Committees are: Goal Advancement, Events, Legislative, Membership, and Public Relations Committee.

The Standing Committees shall be formed of at minimum two (2) members and maximum of four (4), unless approved by the Chair. The Chair and Vice Chair of the Standing or Special Committee shall be responsible for scheduling and presiding over Committee meetings, and serve as a point of contact for the Commission, and ensure that the Committee is fulfilling its goals.

Goal Advancement Committee

The purpose of the Goals Advancement Committee is to oversee the advancement of the Commission's goals by providing guidance to the Commission on goal adherence and advancement efforts as identified in the Commission's strategic plan.

The Goal Advancement Committee's responsibilities are as follows:

- Hold the Commission and its Committees responsible for adhering to the goals set in the most recent strategic planning session.
- Address any discrepancies between goal attainment and commission activities – ensuring the goals are kept in high priority or adjusted (and agreed upon) according to changes in focus.
- Partner with other Committees when needed.

Events Committee

The Events Committee's responsibilities are as follows:

- Plan events throughout the year.
- Invite speakers to Commission meetings.
- Collaborate with other groups.

Legislative Committee

The Legislative Committee's responsibilities are as follows:

- Identify and recommend legislative initiative priorities to the Commission Board.
- Monitor Contra Costa County Legislative agendas for Federal, State and County Legislation:
 - Board of Supervisors' State and Federal Legislative Platforms.
 - Board of Supervisors Actions, Minutes and/or Memorandums.
 - If not within expressed Platforms and/or expressed actions by Board, present formal request to the Board of Supervisors seeking Request for Support on behalf of the Commission.
 - Commission members to approve formal requests by majority vote.
- Serve as liaison to Commission in women's legislative and policy initiatives.
- Disseminate information to membership including legislative updates and alerts; preparation of legislative materials for advocacy purposes, and monitoring federal and state legislation, funding and policy initiatives that affect women's rights in California.

Membership Committee

The Membership Committee's responsibilities are as follows:

- Interview applicants and make recommendations to the Commission regarding applicant.
- Submit recommended applicants names to the Internal Operations Committee for Board of Supervisor approval and appointment to the commission, keep Executive Committee advised.
- Engage on-boarding with a new Member.
- Recommend policies, procedures, and strategies for enhancing the membership in Commission both numerically and qualitatively to assure a growing and vital membership organization.
- Monitor meeting attendance as well as report to Executive Committee should an attendance violation occur.
- Maintain current membership roster.

Public Relations Committee

The Public Relations Committee's responsibilities are as follows:

- Serve as a link between the public and the Commission.
- Maintain the Commission's social media presence by posting information relevant to women in Contra Costa County.
- Prepare and send out quarterly newsletter.
- Maintain listserv of individuals interested in the Commission's work.
- Create and send out press releases to media outlets in Contra Costa County as needed.
- Maintain the Commission's website.
- Design and update the Commission's logo as needed.

Section 3. Special Committees

The Chair of the Commission and/or the majority of the members may also form Special Committees. Special Committees ("ad hoc" or "select" committees) are formed for a specific purpose and cease to exist after completion of a designated task.

Section 4. Terms of Committee Membership

The terms of membership for members of Standing Committees of the Commission shall be one year, twelve (12) consecutive months from appointment. Each February, membership of standing or special Committees will be reviewed and confirmed in March. All members of Commission must serve on at least one (1) Standing and/or Special Committee.

Section 5. Accountability of Committees

All Chair and/or Vice Chair of Committees formed by the Commission or the Executive Committee shall present to the Chair monthly activity reports due one (1) week prior in writing to the regularly scheduled meetings and shall have authority to make recommendations to the

Commission on matters within the Committee's area of expertise. Only the Commission may take action on Committee recommendations.

ARTICLE VIII GOVERNANCE

The operations of the Contra Costa Commission for Women and Girls shall be governed by its bylaws.

ARTICLE IX AMENDMENT OF BYLAWS

The Bylaws of the Contra Costa Commission for Women may be amended after presentation of proposed amendments to the Executive Committee. The Executive Committee will then provide recommendations to the Commission as a scheduled agenda item in a regular Commission meeting. The Commission will vote on the proposed amendments at the following regular Commission meeting.

Originally adopted by majority membership vote at the regular Meeting of the Contra Costa County Women's Advisory Committee on May 18, 1993 and amended on September 21, 1993, March 19, 1996, April 16, 1996, November 21, 2000, April 17, 2007, February 17, 2010, December 11, 2010, and [2017]

Approved by the Contra Costa Board of Supervisors March 15, 2011.



May 16, 2017

Dear Contra Costa County Board of Supervisors,

The Contra Costa County Commission for Women's ("CCCW" or "Commission for Women") current By-Laws state:

"CCCW was formed to educate the community and advise the Contra Costa County Board of Supervisors and other entities as necessary on issues relating to the changing social and economic conditions of women in the County, with particular emphasis on the economically disadvantaged."

With this in mind, the Commission for Women brings to the Board of Supervisors attention the California Legislative Women's Caucus Stronger California legislative platform's seven (7) bills set forth within four (4) priority areas which impacts women in Contra Costa County:

1. Fair Pay and Job Opportunity (AB 168 Eggman);
2. Access to Childcare (AB273 Aguiar-Curry);
3. Family Friendly Workplaces (SB63 Jackson); and,
4. Protecting Vulnerable Communities (SB 500 Leyva, AB480 & AB 1312 Gonzalez-Fletcher, and AB 1386 Waldron).

Please see the attached information concerning the Stronger California legislative platform and individual information sheets for each bill. We appreciate the opportunity to bring this important legislative information on behalf of women in Contra Costa County and the State of California to your attention.

Sincerely,

/s/

The Commission for Women

Officers

Beth W. Mora *Co-Chair*
Iris Wong *Co-Chair*
Kirsten Upshaw *Vice Chair*
Jennifer Cohen *Fiscal Liaison*
Liliana Gonzalez *Secretary*


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Julianna Hynes
Jessica Laird
Lanita Mims
Natalie Oleas
Patricia Ramirez
Summer C. Selleck
Tracy Ward

 @CoCoCountyWomen

 Contra Costa Commission for Women
www.womenscommission.com

The Contra Costa Commission for Women will provide reasonable accommodations for persons with disabilities planning to attend this meeting. Please contact the Commission at least 48 hours prior to the meeting at info@womenscommission.com.



CALIFORNIA
LEGISLATIVE
WOMEN'S
CAUCUS



Assemblywoman
Cristina Garcia
Chair



Senator
Connie M. Leyva
Vice Chair

2017
AGENDA

A Stronger California

Securing Economic Opportunity for all Women

Pillar	Bill	Author	Summary
Fair Pay and Job Opportunity	AB 168	Eggman	Prohibits an employer from seeking salary history information about an applicant for employment.
Access to Childcare	Budget Ask	LWC	Keeps promises made in the recent budget to the childcare workforce AND expands access for the 1,479,000 children in California who are eligible for subsidized childcare. We currently serve less than 15% of the needs of working families. When parents cannot find or afford childcare, the economy loses valued workers and our future workforce misses opportunities to learn.
	AB 273	Aguilar-Curry	Clarifies that English as a Second Language (ESL) and High School Equivalency (HSE) educational programs meet criteria for establishing eligibility for subsidized child care programs.
Family Friendly Workplaces	SB 63	Jackson	The New Parent Leave Act provides up to 12 weeks of job-protected maternity and paternity leave for more California employees.
Protecting Vulnerable Communities	SB 500	Leyva	Allows law enforcement and prosecutors to pursue perpetrators that use the threat of distribution of private and sexually explicit images to demand sex, additional sexually explicit images, or money.
	AB 480	Gonzalez-Fletcher	Amends the Welfare and Institutions Code to clarify that diapers for infants and toddlers are a reimbursable ancillary expense under existing law for CalWORKs participants with young children in the Welfare to Work program.
	AB 1312	Gonzalez-Fletcher	Ensures that rape kits are not destroyed prematurely, that survivors of sexual assault are aware of their rights and the resources available to them, and codifies important additional rights for survivors such as free post-assault contraception.
	AB 1386	Waldron	Launches a breast and ovarian cancer screening and awareness pilot program to promote and encourage genetic testing screening when indicated by the United States Preventative Services Task Force and Centers for Disease Control and Prevention.



Assemblywoman Lorena Gonzalez Fletcher, 80th Assembly District

AB 1312– Sexual Assault Survivor Bill of Rights

IN BRIEF

Assembly Bill 1312 would ensure that rape kits are not destroyed prematurely, that survivors of sexual assault are aware of their rights and the resources available to them, and codify important additional rights for survivors such as free post-assault contraception.

BACKGROUND & PROBLEM

The Center for Disease control estimates that 25 million Americans are rape survivors. In California, there are an estimated 2 million female victims of rape and 5.6 million female victims of other sexual violence¹.

According to the U.S. Department of Justice, most sexual assault victims do not receive treatment for their injuries, and “74 percent of completed and attempted sexual assaults against females were not reported to the police.”² The lack of reporting may often be due to the trauma of the actual reporting process, including the shame and costs related to participating in the legal process.

Last year, Congress passed bipartisan legislation authored by Congresswoman Mimi Walters and Zoe Lofgren to help establish minimum standards for the rights of sexual assault survivors and legal procedures for law enforcement, ensuring that access to justice would not depend on geography. This bill included provisions on the preservation of rape kits, notification prior to destruction of a rape kit, a joint working group on the best practices regarding treatment and the preservation of forensic evidence, and grants to help fund notification of a victim’s rights.

While California has made efforts improve the testing and tracking of rape kits and the treatment of survivors, there are still loopholes in law and problems. For instance, current reading of California’s code could allow for a rape kit to be destroyed after only two years.

Furthermore, the complex medical and legal systems survivors face after the assault continues to be difficult to navigate for many due to a lack of clear information or extra accommodations an individual might need.

SOLUTION

AB 1312 would expand the protections and services granted to victims of sexual assault and help ensure access to the legal system. The bill would:

- Require agencies to test rape kits;
- Prohibit a law enforcement agency from disposing of or destroying a rape kit for at least 20 years;
- Require the development of a card outlining the rights of sexual assault victims and available resources;
- Grant survivors of sexual assault the right to request to a person of a certain gender be present during interviews;
- Establish the victim’s right to a free copy of law enforcement reports on the sexual assault;
- Establish the right of a victim to free contraception and, when available, a shower after the medical exam; and
- Establish the right of a victim to a separate waiting room during criminal proceedings from the defendant and district attorney’s office.

SUPPORT

RISE (sponsor)
 Crime Victims United California
 Los Angeles County Professional Peace Officers
 Association

FOR MORE INFORMATION

Laurel Brodzinsky
Office of Asm. Lorena Gonzalez Fletcher
 916-319-2080 | laurel.brodzinsky@asm.ca.gov

¹ <http://www.calcasa.org/what-we-do/about-sexual-violence/>

² <https://www.bjs.gov/content/pub/pdf/rsarp00.pdf>

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DISTRICT OFFICE
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Assembly California Legislature

MARIE WALDRON
ASSEMBLYMEMBER, 75TH DISTRICT



COMMITTEES
Vice Chair: Arts, Entertainment,
Sports, Tourism and Internet
Media
Vice Chair: Local Government
Governmental Organization
Assembly Ethics
Assembly Rules
Health

AB 1386: WOMEN'S HEALTH PILOT PROGRAM

IN BRIEF:

The purpose of this Act is to launch a breast and ovarian cancer screening and awareness pilot program to promote and encourage genetic testing and screening when indicated by the United States Preventive Services Task Force and CDC. Awareness of and ability to obtain recommended breast cancer genetic testing will increase the quality of life for hundreds of people in California by detecting and preventing death from late stage breast or ovarian cancer and lessening the physical, emotional, and financial burden that comes with a cancer diagnosis.

EXISTING LAW:

Existing law establishes the scope and function of the California Health and Human Services Agency, which includes departments charged with administering laws pertaining to public health and social services, among other things. Existing law also establishes the Inclusion of Women and Minorities in Clinical Research Act, which is designed to promote the inclusion of women and minority groups in clinical research.

THE ISSUE:

Women with newly diagnosed breast or ovarian cancer who are at high risk for having a BRCA mutation that raises cancer risk often don't get genetic testing, or even a chance to speak with a genetic counselor who'd help them weigh the necessity of such a test, a study published in the Journal of American Medical Association (JAMA) (2/7/2017) finds. Women in underserved communities of the state would benefit from advocacy on their behalf to address shortfalls in genetic testing for their new diagnosis of breast or ovarian cancer. According to JAMA, "Testing of 2 breast cancer associated genes, *BRCA1* and *BRCA2*, has been available for 20 years, but new massively parallel sequencing technology and less restrictive patent laws have made multiplex panel tests available at much lower costs. Yet little is known about recent patient experience with genetic testing and counseling".

But the study that surveyed newly diagnosed breast cancer patients found that while 80.9 percent of high-risk patients wanted testing, only 39.6 percent had had a counseling session, and 50.9 percent of these had a genetic test. The test results could help guide treatment, as well as future efforts to prevent more cancer by increasing patient knowledge of and access to breast and ovarian genetic testing in specified populations. The bill would require the board to report to the Legislature, as specified. This bill would make related findings.

THE SOLUTION:

AB 1386, until January 1, 2024, would establish the Breast and Ovarian Cancer Genomic Testing Screening and Awareness pilot program to promote and encourage screening through a public awareness campaign to help the State achieve an increase in screening rates in conjunction with the recommended indications. The pilot program will be a systems-approach to increase overall population-based awareness and screening to reach and screen populations at high risk for breast and ovarian genetic mutation cancer, especially those women in underserved communities, and those on Medi-Cal or who do not have medical insurance.

SUPPORT:

None at this time

OPPOSITION:

None at this time

CONTACT:

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Assemblymember Susan Eggman, 13th Assembly District

AB 168: Banning Wage History

SUMMARY

This bill would prohibit an employer from seeking salary history information about an applicant for employment.

BACKGROUND

Gender wage discrimination is destructive not only for female workers but for our entire economy. Closing the wage gap starts with barring employers from asking questions about salary history so that previous salary discrimination is not perpetuated.

Across the country, women still make roughly 80¢ for every dollar earned by their male counterparts. In California alone, women who are employed full-time would earn 39 billion dollars more per year if they were paid equal to their male colleagues.ⁱ

For each woman in our state that is a difference of about \$8,000 per year.

The disparity is even larger for women of color. African American women are paid 63 cents and Latinas are paid 43 cents on the dollar.ⁱⁱ

Currently, in California, mothers are the primary breadwinners in nearly 40 percent of families. These lost wages mean families have less money to spend on goods and services that help drive economic growth.

ⁱ <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/americas-women-and-the-wage-gap.pdf>

ⁱⁱ <http://nwlc.org/wp-content/uploads/2015/12/State-by-State-Wage-Gap-Latinas.pdf>

In 2016, Massachusetts and Philadelphia enacted laws prohibiting employers from asking job applicants about their salary history. These new laws are the toughest in the nation in fighting wage discrimination. Similar salary history bans are being introduced across the country in New Jersey, New York City, and Philadelphia.

THIS BILL

AB 168 will address wage discrimination among women by:

- Prohibiting employers from seeking job candidates' salary histories.
- Require that employers provide a salary range to a job applicant, upon reasonable request

This bill seeks to prohibit the perpetuation of wage inequality by ensuring that job applicants, who may have been victims of the historically lower wages generally offered to women and minorities, will not be plagued by unequal wages throughout their careers.

SUPPORT

Consumer Federation of California

FOR MORE INFORMATION

Erin Rodriguez

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Assemblymember Cecilia Aguiar-Curry, 4th Assembly District

AB 273 – “Unlocking Opportunities for Families” – Subsidized Child Care Eligibility Criteria

SUMMARY

In order to be eligible for state subsidized child care, families are required to meet eligibility requirements for income and need.

AB 273 clarifies English as a Second Language (ESL) and High School Equivalency (HSE) classes as acceptable types of training course for families to qualify for child care eligibility under California Department of Education programs.

BACKGROUND

California’s Educational Code states that families who meet certain requirements are eligible for federal and state subsidized child development services, such as child care and preschool. The requirements to qualify are based on criteria including income and need of the family.

Under existing law, parents that meet income criteria and are engaged in vocational training courses leading directly to a trade or profession are eligible for state supported child care services. However, courses in English as a Second Language (ESL) and/or High School Equivalency Certificate (HSE) do not qualify as a type of vocational training.

Parents that are taking classes to improve their English language proficiency or working to earn their HSE certificate are taking foundational steps needed to enter vocational training, but currently do not qualify for subsidized child care for their children.

Many families require state supported child care services in order to continue with their education and work towards a profession. Costly child care services may prove burdensome for lower income families, disproportionately impacting single mothers and women of color.

According to the California Budget & Policy Center, in 2015, the average single-mother could expect to spend over two-thirds of her income to cover the cost of child care.

EdSource, a policy and research nonprofit, reports that a lack of access to quality early learning experiences not only widens the achievement gap for children of color, but also contributes to the school-to-prison pipeline.

Additionally, the Public Policy Institute of California (PPIC) reports that 29% of immigrants in California live in households where no one older than age 13 speaks English “very well.” Among immigrants with less than high school diplomas, 67% speak English “not at all” or “not well.”

It is well documented that individuals who are proficient in English have higher occupational mobility, with better job prospects and the opportunity to earn higher wages. Parents are also better prepared to support their children as they enter the K-12 system.

Allowing greater access to state child care services for those enrolled in ESL and HSE courses promises increased socioeconomic mobility for both parents and their children.

THIS BILL

AB 273 would add ESL and HSE educational programs to the list of eligibility criteria for state subsidized child development services under the California Educational Code.

This bill does not propose to add any additional slots into the child care system. It simply expands the criteria by which a family can qualify to apply.

This change will empower parents to increase their educational level by providing families with greater access to subsidized child care services. It is often challenging for families who are non-native English speakers to access medical services, educational support within school systems, and social services, despite laws that require interpretation. Investing in families as a whole helps reduce poverty and the associated effects on childhood development.

AB 273 would give low-income families greater access to subsidized childcare services by adding enrollment in English as a Second Language (ESL) and High School Equivalency (HSE) Certification Preparation courses to the existing eligibility requirements.

SUPPORT

- Women’s Foundation of California, Women’s Policy Institute (Co-Sponsor)
- Parent Voices (Co-Sponsor)

- First 5 Marin
- Sierra Nevada Children's Services
- Child Care Links
- Son-shine Counseling Center
- Solano Family & Children's Services
- Community Housing Partnership
- Child Care Law Center
- Choices for Children
- Western Center on Law and Poverty
- Community Child Care Council of Alameda County (4Cs of Alameda County)
- Crystal Stairs
- Marin County Office of Education
- Community Child Care Council of Sonoma County (4Cs of Sonoma County)
- California Alternative Payment Program Association (CAPPA)
- 9to5
- California Child Care Resource & Referral Network
- Jewish Family Service of Los Angeles
- ChildrenNow
- Voices for Progress Education Fund
- Del Norte Child Care Council
- Siskiyou Child Care Council
- Visión y Compromiso
- Child Action, Inc.
- California Women's Law Center
- Stronger California Advocates Network
- Fairfax-San Anselmo Children's Center
- Organización en California de Líderes Campesinas, Inc.
- Equal Rights Advocates
- Community Action Marin
- Asian Pacific Environmental Network
- Marin Head Start
- Child Care Resource Center
- California Catholic Conference, Inc.
- Novato Youth Center
- Child Care Alliance of Los Angeles
- Coleman Advocates
- Service Employee International Union (SEIU)
- Courage Campaign
- American Academy of Pediatrics California
- Marin County Child Care Commission
- Los Angeles Unified School District
- Marin Child Care Council
- Children's Defense Fund
- Napa County Office of Education
- California School Employees Association
- California State PTA

- San Francisco Child Care Planning & Advisory Council (CPAC)

OPPOSITION

None

CONTACT

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Assemblywoman Lorena Gonzalez Fletcher, 80th Assembly District

AB 480: Diaper Assistance for CalWORKs Families

IN BRIEF

Assembly Bill 480 would amend the Welfare and Institutions Code to clarify that diapers for infants and toddlers are reimbursable ancillary expense under existing law for CalWORKs participants with young children in the Welfare to Work program.

THE PROBLEM

Diapers are a daily necessity. Depending on their age, children can require five to 10 diaper changes per day. Children need fewer diapers per day as they age, but as the size of the diaper increases, so does the price. Diapers cost up to \$100 per child every month or more depending on where a family is able to purchase them. Despite being critical to the health and hygiene of young children, diapers are not covered in from state and federal assistance such as CalFresh, the Women Infant and Children program (WIC) and Medi-Cal.

A Barrier to Employment

When diapers are unaffordable, their cost creates a barrier between parents and gainful employment. This is why childcare is available to parents in CalWORKs. However, childcare providers require parents to provide a full day's supply of diapers. For low-income parents trying to stay employed or in school, diaper need can be an everyday crisis. Not being able to leave a toddler at childcare because of insufficient diaper supply can disrupt a parent's work activity plan, possibly resulting in sanctions by the county.

CalWORKs is intended to help families become financially self-sufficient and reduce reliance on public assistance, but with daily potential pitfalls such as transportation challenges and diaper supply, it is easy to see how the high price of diapers could have a big cost to the success of our existing programs.

The Hidden Cost of Diaper Need

Missing child care due to diaper need is also a loss for the child themselves and for our future workforce. The opportunity to participate in early education more than doubles a child's likelihood to go on to higher education.

It is documented that families living paycheck-to-paycheck and struggling with necessary expenses are put in the position of changing their children's diapers less often than needed due to a lack of diaper supply. Dirty diapers can cause painful rash, skin infection, blisters and urinary tract infections, all of which are shown to be responsible for more pediatric office and emergency department visits on an annual basis. More medical visits increase costs for the family and the use of subsidized care such as Medi-Cal. Inadequate diapering can also spread viruses and bacteria in public places.

A 2013 study by Yale researchers published in the academic journal *Pediatrics* concluded that "an insufficient supply of diapers is not only a risk factor for poor infant health and child health, but also for maternal mental health." It goes on to say that "an adequate supply of diapers may prove a tangible way of reducing parenting stress, a critical factor influencing child health and development."

THE SOLUTION

Under existing law "necessary supportive services shall be available to every participant" in Welfare to Work so they can stay on track with their job or educational plan. The state deems supportive services so important that participants generally have good cause for not continuing with their job or classes if necessary supportive services are unavailable. The services listed in state code are childcare, transportation costs, and personal counseling. State code also lists ancillary expenses, specifically including "the cost of books, tools, clothing specifically required for the job, fees, and other necessary costs."

If parents do not have enough diapers they will not have childcare, and access to childcare is a number one barrier to work. AB 480 helps to solve the problem of diaper need for those already working hard to make their family economically stable by ensuring that parents can be reimbursed for diapers as an ancillary expense. Clarifying that diapers are a necessary cost is a small investment in the overall success of California's families participating in CalWORKs.

FOR MORE INFORMATION

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Senate Bill 500

Punishing Sextortion

Senator Connie M. Leyva (D-Chino)

SUMMARY

SB 500 amends California's extortion statute, Cal. Penal Code § 518, to clarify that extortion includes not only coercing the victim to hand over money or property, but also coercion involving sexual acts and sexually explicit images. This change does not replace other laws that might apply, including rape and sexual battery or laws specifically protecting minors.

SB 500 also amends California's computer crimes statute, Cal. Penal Code § 502, to clarify that accessing and, without permission using any data, including sexually explicit recordings or images of another, is a public offense.

BACKGROUND

Sexual extortion is not a new concept, but it is increasing in the digital age. Traditionally, sexual extortion was perpetrated by abusers who knew their victims but today anyone with a computer can perpetrate cyber-sexual extortion and exert power over strangers. Many perpetrators have abused multiple, or even hundreds, of victims. In sexual extortion's modern online form, perpetrators obtain private, often sexually explicit, images of their victims by hacking into their computers or smartphones or by pretending to be friends or peers on social networking sites. Perpetrators then use the threat of distribution of these images to demand sex or additional sexually explicit images. Presented with the threat that the images will be posted on the internet or sent to friends or family, the victims—often teens and young women—comply with the perpetrators' demands.

The United States Department of Justice reports that "sextortion is by far the most significantly growing threat to children" and that "sextortion cases tend to have more minor victims per offender than all other child sexual exploitation offenses." The National Center for Missing and Exploited Children has reported that 78% of reported sexual extortion victims were girls, with an average age of 15, and more than 20% of reported incidents involved multiple victims. These statistics are alarming, even more so because they are based solely on victim reporting.

Despite the lack of systematic tracking of sexual extortion cases at both the federal and state levels, there have been a number of high-profile examples involving Californians. In 2013, a Temecula college freshman was arrested for the

sexual extortion of young women and had hacked into as many as 150 online accounts. In 2010, a Santa Ana resident was arrested by the FBI. During the federal investigation, it was discovered that the Santa Ana resident possessed files associated with 129 computers and had victimized roughly 230 people. Of his victims, 44 were minors.

PROBLEM

While California has a revenge porn law that criminalizes the distribution of sexually explicit images without consent, in most sexual extortion cases there is no actual distribution, just the threat of distribution. Law enforcement and prosecutors are hampered by the absence of a clear offense specifically targeting sexual extortion offenses.

There is no consistency in the prosecution of sexual extortion cases. Because no specific California state statute expressly criminalizes sexual extortion, prosecutors proceed under a hodgepodge of statutes. Some bring charges under hacking statutes, others under stalking statutes and, when a minor is involved, proceed under California's child pornography statutes. Since California law does not currently allow for full or uniform prosecution of sexual extortion cases, perpetrators go unpunished or are charged with lesser crimes in many cases.

SOLUTION

SB 500 will criminalize sexual extortion and give prosecutors an important tool to combat these offenses and protect victims.

SUPPORT

California District Attorneys Association (Co-Sponsor)
Legal Momentum (Co-Sponsor)

STATUS

Introduced February 16, 2017

CONTACT

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SB 63 (Jackson)

New Parent Leave Act

Senator Jackson

SUMMARY

The New Parent Leave Act would provide up to 12 weeks of job-protected maternity and paternity leave for more California employees.

BACKGROUND

California falls behind the District of Columbia, Maine, Massachusetts, Minnesota, Oregon, Rhode Island, Washington and now New York in providing job-protected parental leave for small business employees. Under current law in California only those who work for an employer of 50 or more are eligible for job-protected parental leave. That leaves too many California workers without any job-protected family leave and many new parents struggling with an impossible choice between the well-being of their new child and their financial security.

Researchⁱ makes it clear that the first months and years are crucial to life success: over 80% of a child's total brain development happens in the first three years, and frequent, nurturing, parent-child interactions are key to strong brain development in the first three months. Experts including the American Academy of Pediatrics recommend that healthy full-term infants not be enrolled in child care until they are at least 12 weeks old due to rapid developmental changes and the risk of quickly developing severe undetected illness.ⁱⁱ Working parents must have the ability to spend the first key months of each child's life establishing a foundation for life success. Family Leave is not a luxury, it provides major biological and developmental benefits for a child.

PROBLEM

While California's worker-funded Paid Family Leave program provides employees with partial wage replacement while caring for a new child,

many employees are unable to use this benefit they pay into for fear of losing their jobs. In fact, a 2011 field poll found that almost 2 out of 5 employees who were eligible to use PFL, but did not apply for the benefit, chose not to because they feared losing their job or other negative consequences at work.

SOLUTION - NEW PARENT LEAVE

SB 63 (Jackson) ensures that more California workers who have been paying into the Paid Family Leave insurance program are able to use this benefit for parental leave without risk of losing their jobs. No one should have to choose between the wellbeing of their new child and their family's financial security.

Specifically, SB 63 would allow employees who work for a company with 20 or more employees, within a 75-mile radius, to take up to 12 weeks of job-protected leave to care for a new child.

This measure will benefit up to 2.7 million more Californians, but only affect 6 percent of the businesses.

While on leave the employer must maintain the employees' health insurance. To be eligible for the leave the employee must have worked for the company for at least a year and for at least half-time.

SUPPORTERS

California Employment Lawyers Association (sponsor)
First 5 California (sponsor)
Legal Aid at Work (sponsor)

ACLU
AFSCME
American Academy of Pediatrics
American Association of University Women

American College of Obstetricians and
 Gynecologists
 California Breastfeeding Coalition
 California Child Care Resource and Referral
 Network
 California Labor Federation
 California Latinas for Reproductive Justice
 California Teachers Association
 California Women's Law Center
 Child Care Law Center
 Children Now
 CLASP (Center for Law and Social Policy)
 Common Sense Kids Action
 Consumer Attorneys of California
 Equal Rights Advocates
 Health Officers Association of California
 National Council of Jewish Women
 NARAL Pro-Choice California
 Nurse-Family Partnership
 9 to 5, National Association of Working Women
 Parent Voices
 San Francisco Medical Society
 Stronger California Advocates Network
 Tradeswomen Inc.
 Voices for Progress Education Fund
 The Women's Foundation of California
 YWCA – San Francisco and Marin



CONTACT

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ⁱ National Scientific Council on the Developing Child (2007). *The Timing and Quality of Early Experiences Combine to Shape Brain Architecture: Working Paper #5*. <http://www.developingchild.net>

ⁱⁱ American Academy of Pediatrics, American Public Health Association, and National Resource Center for Health and Safety in *and Safety Performance Standards*, Third Edition (2011). Child Care and Early Education, *Caring for Our Children: National Health*



Contra Costa
County
Commission for
Women

June Commission Meeting
Gayle B. Uilkema Memorial Board Room, County Connection
2477 Arnold Industrial Way, Concord
Tuesday, June 20, 2017
7 – 8:30 pm

Agenda

- 1. Call to Order and Roll Call 7 pm**
Action: Approve the meeting agenda.
- 2. Public Comment 7:02 pm**
- 3. Approval of Minutes 7:05 pm**
Action: Approve draft minutes from May 16, 2017.
- 4. Old Business 7:07 pm**
 - A. Bylaw Amendments**
Action: Approve bylaws as amended.
 - B. Commission Retreat**
- 5. Gender Bias Committee Presentation 7:30 pm**
- 6. Announcements and Upcoming Community Events 7:45 pm**
- 7. Adjourn 7:55 pm**
Action: Adjourn meeting
- 8. Closed Session 8 pm**
- 9. Adjourn from Closed Session 8:30 pm**

Officers

Beth W. Mora *Co-Chair*
Iris Wong *Co-Chair*
Kirsten Upshaw *Vice Chair*
Jennifer Cohen *Fiscal Liaison*
Liliana Gonzalez *Secretary*

District Members

Joey D. Smith *District I*
Beth W. Mora *District II*
Jennifer Cohen *District III*
Iris Wong *District IV*
Kirsten Upshaw *District V*

At-Large Members

Argentina Davila-Luevano
Liliana Gonzalez
Phyllis Gordon
Julianna Hynes, PhD
Jessica Laird
Lanita Mims
Natalie Oleas
Patricia Ramirez
Summer C. Selleck
Tracy Ward

 @CoCoCountyWomen

 Contra Costa Commission for Women
www.womenscommission.com

The Contra Costa Commission for Women will provide reasonable accommodations for persons with disabilities planning to attend this meeting. Please contact the Commission at least 48 hours prior to the meeting at info@womenscommission.com.

Upcoming Events**Contra Costa County Board of Supervisors Meeting**

Tuesdays, July 11, 18; August 8, 15, 2017

9 am

Board of Supervisors Chambers - 651 Pine Street, Martinez

*Meetings occur on Tuesdays, but not every Tuesday. Please visit www.contracosta.ca.gov for the calendar.***47th Annual National Association of Commissions for Women Conference & Empowerment Summit***Embracing Our Past, Empowering Our Future*

July 12 – 16, 2017

Hyatt Regency Hotel & Conference Center – 2 Fountain Plaza, Buffalo, New York

<http://www.nacwconference.org>**August Commission Meeting**

Tuesday, August 15, 2017

7 – 8:30 pm

Gayle B. Uilkema Memorial Board Room, County Connection - 2477 Arnold Industrial Way, Concord

Association of California Commissions for Women Annual Meeting

Saturday, September 23, 2017

Exact Timing TBD

188 Embarcadero Center, San Francisco

Contra Costa Commission on Women
Committee Membership
2016-2017

Update as of: June 19, 2017

Executive

Co-Chair: Iris Wong

Co-Chair: Beth W. Mora

Vice Chair: Kirsten Upshaw

Secretary: Liliana Gonzalez

Fiscal Liaison: Jennifer Cohen

Gender Bias

Chair: Jess Laird

Vice Chair: Beth W. Mora

Members: Kirsten Upshaw, Phyllis Gordon

Goal Advancement

Chair: Julianna Hynes

Vice Chair:

Members: Jess Laird

Legislative

Co-Charis: Natalie Oleas & Beth W. Mora

Membership

Chair: Phyllis Gordon

Vice Chair: Jennifer Cohen, Patricia Ramirez

Members: Joey Smith, Argentina Davila-Luevano

Public Relations

Chair: Liliana Gonzalez

Vice Chair: Iris Wong

Members: Michelle Brown & Deborah Son

Events:

Chair: Lanita Mims

Vice Chair: Kirsten Upshaw

Members: Patricia Ramirez, Phyllis Gordon, Tracy Ward



Contra Costa
County
Commission for
Women

August Commission Meeting

Gayle B. Uilkema Memorial Board Room, County Connection
2477 Arnold Industrial Way, Concord
Tuesday, August 15, 2017
7 – 8:30 pm

Agenda

1. **Call to Order and Roll Call 7 pm**
Action: Approve the meeting agenda.
2. **Public Comment 7:02 pm**
3. **Approval of Minutes 7:05 pm**
Action: Approve draft minutes from June 20, 2017.
4. **Old Business 7:07 pm**
 - A. Commission Retreat
5. Executive Committee: Next steps
6. Hall of Fame update 7:20 pm
7. Committee Reports 7:40 pm
8. The importance of The Brown Act 7:55 pm
9. **Announcements and Upcoming Community Events 8:20 pm**
10. **Adjourn 8:30 pm**
Action: Adjourn meeting

Officers

Open Co-Chair
Open Co-Chair
Kirsten Upshaw Vice Chair
Open Fiscal Liaison
Open Secretary

District Members

Joey D. Smith District I
Open District II
Jennifer Cohen District III
Open District IV
Kirsten Upshaw District V

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Lanita Mims
Patricia Ramirez
Tracy Ward
Deborah Son
Twitter @CoCoCountyWomen
Facebook: Contra Costa Commission for Women
www.womenscommission.com

Upcoming Events

Contra Costa County Board of Supervisors Meeting

Tuesdays, August 15; September 12, 19 & 26, 2017

9 am

Board of Supervisors Chambers - 651 Pine Street, Martinez

Meetings occur on Tuesdays, but not every Tuesday. Please visit www.contracosta.ca.gov for the calendar.

September Commission Meeting

TBD

Gayle B. Uilkema Memorial Board Room, County Connection - 2477 Arnold Industrial Way, Concord

Association of California Commissions for Women Annual Meeting

Saturday, September 23, 2017

Exact Timing TBD

188 Embarcadero Center, San Francisco