

**NORTH CAROLINA COUNCIL FOR WOMEN
ADVISORY BOARD MEETING**

Thursday, May 10, 2018 – 10:00 a.m. – 2:00 p.m.
Department of Environmental Quality (Unite Room)
217 West Jones Street, Raleigh, North Carolina

BOARD MEMBERS PRESENT: Patricia Adams, Jenny Black, Mary Conlon, Lucy Horton, Del Mattioli, Crystal Moore, Dana O’Donovan, Jessica Proctor, Annette Taylor, Debbie West and Katherine Woodbury

BOARD MEMBERS ON CALL: Lida Calvert-Hayes, Debbie Frail, Candace Flanagan, Anne Lasley

STAFF MEMBERS PRESENT: Jacqueline Jordan, Alisa Milliken, Maria Riemann, Brianna Van Stekelenburg, Mary Williams-Stover

GUEST PRESENT: Melissa Dunston, Aldesha Gore and Laura Martin (Dress for Success)

I. Call to Order: The State Government Ethics Act mandates that at the beginning of any meeting the Chair remind all the members of their duty to avoid any conflicts of interest and inquire as to whether any member knows of any conflict of interest or potential conflict with respect to matters to come before commission. If any member knows of a conflict of interest or potential conflict, please state so at this time. The meeting was called to order at 10:00 a.m.

II. New Member Welcome/Orientation

- Jenny Black welcomed Dana O’Donovan to the advisory board. Orientation was held at conclusion of board meeting.

III. Approval of Minutes: *Jenny Black*

- Jessica Proctor made motion to approve the February 15, 2018 minutes; Lucy Horton and Crystal Moore seconded the motion. Minutes were approved.

IV. Swearing in of New Members

- Canceled – ceremony will be performed with Nash County Commissioner for Dana O’Donovan.

V. Chairwoman’s Remarks:

- Women’s History Month – first time Governor hosted the Council for Women event. It was a record event. Governor issued proclamation and gave a sneak preview of the Status of Women Report.
- Review of Accomplishments thus far:
 - Created new mission/vision for board. Connecting with women caucuses to see how we can work together.
 - Working with advocates with like minds to improve women’s lives.
 - Share and promote awareness of the Status of Women in NC Employment and Earnings report, advance a policy agenda and to share broadly.
- Created three committees – will break out in committees today:
 - Marketing & Fundraising Committee

- Speakers/Outreach Committee
- Legislative Committee
- Terms of serving on board – continue serving until letter received by Governor. Some terms are scheduled to end 6/30/18. Mary to send link and asked if those members will reapply.
- Debbie West asked that Candace Flanagan and Debbie Frail reapply. If not, please continue to advocate for the Council for Women. They both agreed.
- Jenny announced it is Debbie West’s last meeting – presented Debbie with Certificate of Appreciation from Governor Cooper.

VI. Executive Director’s Report:

- First time working with the Governor’s office, brought about another idea of recognizing women. There was a hiccup so CFW decided to do a “Salute to Women” for the women that were identified as a Trailblazer.
 - Sent letters and mailed to each identified trailblazer
 - Created page on website to showcase trailblazer
 - Started receiving calls from the Salutes – out of it came a partnership with Durham League of Women. Received invite to the Triangle League of Women. Event expanded Women’s History month and started celebrating women all year.
- Mary Williams-Stover and Brianna Van Stekelenburg attended a “What Matters to Women” conference at NC State University, nearly one thousand women were present.
- Other conferences attended were AAUW, NC State University’s Leadership Forum and Durham Women’s Commission meeting.
- April was Sexual Assault Awareness Month – Mary provided statistics from CFW research data. Region Directors work in local communities across the state. Also held Human Trafficking campaign for youth.
- Region Meetings – two region meetings and technical assistance training were held (Greensboro and New Bern).

VII. Presentation – Status of Women in NC – Employment and Earnings Report

Brianna Van Stekelenburg, Research Analyst, NC Council for Women and Youth Involvement

Julie Anderson, M.A. – Institute for Women’s Policy Research

- Brianna distributed PowerPoint Presentation and introduced Julie Anderson. A presentation of key findings on the Status of Women, focused on employment and earnings, were presented to the board. Brianna indicated that the full report has been received and copies will be printed after the launch in June. Some key takeaways include:
 - Julie reported that NC received a C grade, which is better than the D NC received in 2004.
 - The median annual earnings for women increased to \$36,400 but is still below the national average of \$40,000.
 - NC women will not see equal pay until 2060
 - If working women in NC were paid the same as comparable to men, it would equal \$15.6 billion
 - Hispanic women have the lowest earnings
 - In NC, women need more education than men to compete in salary.
 - Parents are more likely to be in the labor force than those without kids
 - More than 2 in 5 employed women are in managerial or professional occupations

- Discussion
 - Policy recommendations were included at the end of the report.
 - During the report, it was pointed out that 1 NC county was left off the map
 - Other states have acted on the recommendations of the findings, such as, a ban on asking for salary history, which has gotten traction. Asking salary history can perpetuate inequality if lower pay is used as a baseline. It can follow women throughout their career.
 - Occupational segregation is occurring, with men often in the higher paying jobs, such as STEM.
 - It is difficult for women to return to work if they want to after they stay home to raise kids.
 - Private companies are creating solutions to make it easier for women, such as opening childcare facilities on site.
 - Mary gave the plans for rolling out the report. She asked that members start thinking about how to convey information. She referenced the fact sheet that Brianna distributed and indicated that they may need different material based on who they are presenting to.

VIII. Update on NC General Assembly – What’s Possible in the Short Session

Katie Stanley, DOA Legislative Liaison

- Short session will start next week – primarily to adjust the budget
 - Working with surplus
 - Considering salary raises for teacher and state employees (\$31,200 minimum)
 - Maintaining everything else
 - 17 bills are eligible to be heard – ones that were not finished last year.
 - Timewise – duration of short session is predicted to be 6 weeks. Probably will be longer.
 - Governor’s budget will be released today. He is requesting higher wages for interns’ funding to restore Grants Processing Assistant, funding for education.
- Few Tips for Communicating with Legislators:
 - Look up your county rep (legislators) by entering your home – see attached handouts.
 - Legislative work is really done before next session – in the community
 - If you know a connection to them, mention it. Make it personal.
 - Stay away from partisan labels. Talk about the issues.
 - There is no change in the lobbying laws.
- Mary asked if there were any thoughts on Legislative Day approach
- Katie replied that from a P.R. standpoint (the visual) – in person can be more effective if you are dropping off information. The most effective is constant communication.
- Katie recommend February as best time for Legislative Day event if you want to impact the budget.

IX. Working Lunch

- **Speakers Committee** – will produce workplan – will work on listening sessions for the Status of Women Report
 - Annette Taylor
 - Crystal Moore
 - Del Mattioli
 - Lucy Horton

- **Marketing/Fundraising Committee** – Need \$10,000; Rec'd \$100,000 from DOT for research. Would like to get another bank or institution to sponsor a particular report. To identify contact person and setup meetings, with CFWYI staff person attending.
 - Jessica Proctor
 - Del Mattioli
 - Debbie West
 - Candace Flanagan
 - Annette Taylor
 - Dana O'Donovan
 - Kate Woodbury

- Social Media is key strategy for marketing Status of Women – Twitter (Jessica can give 1 months' worth); Need media strategy.

- **Legislative Committee** – to work with local legislators on educating and increasing awareness of SOW issues.
 - Pat Adams
 - Lida Calvert-Hayes
 - Jenny Black
 - Kate Woodbury
 - Mary Conlon (cover Charlotte only)

ACTION Item: Brianna indicated that staff will provide a SOW Fact Sheet including policy recommendations to members

X. New Business

- None

XI. Adjournment: Meeting was adjourned By Jenny Black at 1:40pm

NEXT MEETING - Thursday, August 23, 2018

Submitted by Alisa Milliken