

**NJ State Employment and Training Commission
Council on Gender Parity in Labor and Education
November 29, 2010
Rutgers University
Labor Education Center ~ Room 166
10:30 to 12:00 Noon**

Attendees

Dianne Ciesla	Virginia Lyttle
Judy Formalarie	Dianne Mills McKay
Mary Gatta	Ana Montero
Sally Goodson	Sarah Pallone
Glenda-Gracia-Rivera	Henry Plotkin
Dianne Hartshorn	Sondra Sen
Arlene Ingles	Diane Schnoyers
Andrea Karsian	Robert Wise
Aдриanna Lassas	

WELCOME

The Chair, Dianne Mills McKay, opened the meeting at 10:40 a.m. with a welcome and introductions by all. The minutes from October were approved by all.

NEW RESEARCH

Guests from the AAUW (American Association of University Women) presented background on their organization and introduced their 2010 study. Dr. Mary Gatta of Rutgers, who did the study research with Dr. Yasemin Besen-Cassino of Montclair State University, gave a PowerPoint presentation on the study entitled *Gender Pay Gap in New Jersey*.

The pay gap is worse in New Jersey than its neighboring states. The AAUW is encouraging the use of their curriculum, *Start Smart*, on New Jersey college campuses to get female graduates higher starting salaries in New Jersey. They noted that the higher the graduate degree, the greater the pay gap becomes. Dr. Gatta and the AAUW expressed a need to know what others are earning so a comparison can be made. The topic of salary needs to become more open and taboos need to be eliminated surrounding salary.

The AAUW is willing to collaborate with other agencies to promote their mission and would be willing to have their curriculum taught in the One-Stop Career Centers, as suggested by the Council. Ms. Formalarie will follow up on this with Ms. Goodson. They are also eager to work with unions, and look forward to meeting with Laurel Brennan.

It was noted that as “women’s” jobs become upgraded and made more professional, men enter those jobs and pay inequity continues.

The AAUW study deals with college degree employment positions and not lower wage jobs. They are concerned that New Jersey will have a wider and deeper “brain-drain” as women will go elsewhere for better pay. Sarah Pallone suggested that we seek a policy recommendation regarding an “incentive” to help women pay off college debt if they stay in New Jersey to work. She will get more information on this.

Dr. Gatta explained that the study did not measure the length of time in a job which may add to the gap as that data is not available. It was also not known if male or female supervisors hire and pay more to men/women based on gender.

The AAUW stated that the current federal Fair Pay Act will probably not pass for at least two more years.

SETC UPDATES

Judy Formalarie gave a report on the new HCWC (Health Care Workforce Council) and the grant the SETC received for one year. Bob Wise has agreed to serve as Chair for the HCWC. Mr. Wise gave a brief update. The first meeting of the Council will be December 17th 2010.

Ms. Formalarie also gave an update on the Science and Technology Summit. It has already been scheduled for Friday, May 20, 2011 at the Conference Center at Mercer Community College. The title of the conference will be *Bridging Gaps: Forging Alliances*. The keynote speaker will be Christianne Corbett, a research associate at AAUW, who helped to write *Why So Few? Women in Science, Technology, Engineering and Mathematics*. Ms. Formalarie announced that the subcommittee would be meeting in the afternoon and she invited anyone who would be interested to join them as they plan to flush out the workgroup sessions.

NCRC UPDATES

Glenda Gracia-Rivera gave a report on the Education and Career Development Research and Programs area as well as NCRC. She noted that while NCRC has funding through the Department of Education Perkins Grants, additional funding is still needed for other education/career programs.

Ms. Gracia-Rivera stated that they are seeking to create after-school program at inner-city middle schools teaching STEM and financial literacy as well as other career exploration. She would also bring in outside speakers. A Council member suggested that she seek funding with the Amelia Foundation.

NEXT MEETING

The next meeting of the Council will be held on Thursday, January 27th at the Labor Education Center of Rutgers University, in Room 166 from 10:30 to 12 Noon.