

Council on Gender Parity in Labor and Education

Meeting Minutes

November 13, 2008

Labor Education Center, Rutgers University

New Brunswick, New Jersey

10:30-12:00

Attendees: Terri Boyer, Laurel Brennan, Suzanne Eng, David Finegold, Judy Formalarie, Glenda Gracia-Rivera, Grace Hamilton, Dianne Hartshorn, Andrea Karsian, Janice Kovach, RoseMarie Korbela, Elizabeth Lindsey, Dianne Mills McKay, Sarah Pallone, Pat Roos, Virginia Treacy, Karen White, Robin Widing.

Chair Dianne Mills McKay opened the meeting with a welcome to all and introductions of those in attendance. She introduces Robin Widing as the acting director of SETC.

Elizabeth S. Lindsey, Associate Assistant Treasurer for Economic Development, New Jersey Department of the Treasury presented an overview of the Division of Minority and Women Business Development and the Office of Supplier Diversity. Her overview addressed the status of women-owned businesses in New Jersey, noting that New Jersey had the 13th highest growth in the US in the number of women-owned businesses from 1997 to 2002, yet they still only account for 26% of non-farm firms in the state. A summary of resources for SMWBEs was discussed, including training and technical assistance on contracting, agency referrals, building partnerships, etc. She noted that the Office of Supplier Diversity is currently focused on outreach and training to small, minority and women-owned businesses on State and private contracting, focusing on the RFP process and getting business ready to compete for State contracts. The presentation concluded with a discussion of challenges and barriers to women entering into small business ownership.

Updates: Teresa Boyer gave a summary of the Women in Law project. The study consisted of almost 600 respondents, focus groups, interviews of successful women lawyers and managing partners. This report noted that almost half the respondents changed jobs since 2002 and one-third of the job-changers did so more than once. While there are many reasons for these changes, one of the most

cited was an unsupportive work environment. Most leavers did find better flexibility in their new jobs. Other key findings were:

- Most women lawyers are satisfied with their jobs
- Many women don't expect to be promoted
- Glass ceiling bias is not theoretical
- Evidence of strong maternal wall bias

Boyer noted that this was the first time that we had data that goes to the business case for more family friendly workplace practices.

In conclusion, she noted that the report identifies the following best practices for firms, including:

- Define the business case
- Continuous review of assignment, evaluation, and bonus systems
- Allow customizable flexible work arrangements
- Provide business and professional development opportunities

The report is currently being finalized and will be available in early 2009.

Dissemination suggestions: Roundtable with Steve Adubato, NJ Law Journal, NJ Lawyers, NJ Bar Association.

Four Founding Partners have also asked for presentations

Sarah Pallone noted that this research reaffirms the importance of the work of the Council in identifying issues of gender parity and provides opportunity to publicize the NJ Council on Gender Parity in Labor and Education as national model.

Next Meeting Date & Time: The next meeting of the Council will be January 29, 2009, at 10:30 a.m.